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ABSTRACT

This publication presents comparative data on the salaries and fringe benefits of professional personnel employed by school districts in the six counties of Western New York during the 1975-76 school year. Data were gathered from questionnaires completed by the individual school districts; approximately 73 percent of the 95 districts in western New York responded to at least part of the questionnaire. Part 1 presents data on the salaries and responsibilities of administrative personnel at both the district and school level; part 2 presents summary data on the number of administrative and instructional personnel employed and the number of students enrolled by different districts; part 3 presents data on teacher salaries; and part 4 presents data on fringe benefits for administrative and instructional personnel. Within each table, data are listed by individual school districts, which are arranged alphabetically according to county. (JG)

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SALARIES AND FRINGE BENEFITS

PROFESSIONAL PERSONNEL

1975 - 1976

A Study of the Salary and Fringe Benefits

for Selected Professional Personnel in Western New York

Planning/Instructional Services Division
Board of Cooperative Educational Services
First Supervisory District, Erie County
455 Cayuga Road
Cheektowaga, New York 14225

EA 008 191

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Their effort and the work of all those who completed the questionnaire are sincerely appreciated. Their participation made this study possible.

The assistance of Daniel Paveljack, Timothy Walsh, Catherine Watson, and JoAnne Raffa in the preparation of data is also gratefully acknowledged.

Appreciation is also expressed to Marlene Cooper for her careful work in preparing the copy for this study.

PREFACE

The Professional Salary and Fringe Benefit Study is designed to provide educators with comprehensive and accurate information concerning the Salary and Fringe Benefits of Professional Personnel of the school districts in the six counties of Western New York.

In the spring of 1975, an evaluation of information items in the previous study was conducted which indicated that some categories no longer provided useful information. On the basis of these appraisals, and with the counsel of the advisory committee, the 1975-76 questionnaire was revised. Some of the changes include elimination of information on remuneration for extra-curricular activities as well as for department heads and federally funded positions.

On the other hand, greater detail is provided on teaching and administrative leaves. To better illustrate vacation and leave times for administrators, the number of scheduled work days per year rather than the work month is reported. Also, instructional salary schedules are reported in both old and new formats.

The current difficult economic situation, which imposes even more stringent constraints on school budgets, is in contradiction to demands emerging from the collective bargaining process. In the fall of 1975, there were 140 teacher strikes in the United States; six in Western New York. Contract negotiations were long and difficult in many districts, in fact, nine districts in Western New York are still without teacher contracts. As a result, some districts were unable to provide all the information requested for this study. Nevertheless, seventy-three percent of the districts responded to at least part of the questionnaire. This study makes available pertinent data to be utilized by educators in Western New York.

As always, we solicit your comments and suggestions for improving the utility of this report.

Marilyn A.H. Rott
Finance and Legislation
Specialist

Peter G. Roswell
Research Assistant

COMMENTS

1. Administrative Personnel - Includes associate/assistant superintendents, coordinators, directors, supervisors (system-wide responsibility), administrative assistants or interns, principals, assistant principals, and any others included in the administrator's bargaining unit.

2. Instructional Personnel - Includes all classroom teachers, nurse-teachers, guidance counselors, dental hygienists, remedial teachers and any others included in the instructional bargaining unit.

3. F.T. - Full time, 30 or more hours per week; 10 or more months per year.

4. P.T. - Part time, less than 30 hours per week.

5. Length of Work Year - Number of scheduled work days per year excludes weekends, holidays, and vacations.

6. Reporting Health Service Positions - For 1975-76 Dental Hygienist is reported in both this study and in the Classified Personnel. Nurse-teachers are reported in this study; Nurses and physicians are reported in the Classified Personnel Study.

7. Health Insurance Cost Variations - Within-district variations in cost among individuals in the same district arise from differences in coverage.

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PART ONE: SALARIES OF PROFESSIONAL PERSONNEL, REGULAR DAY SCHOOL

SECTION 1-A: CENTRAL ADMINISTRATION

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 1: ASSISTANT SUPERINTENDENT/DEPUTY CHIEF SCHOOL OFFICER						
CATTARAUGUS COUNTY						
Cattaraugus BOCES	1	240		26,800		
CHAUTAUQUA COUNTY						
Dunkirk	1	260		21,500		
ERIE COUNTY						
Clarence	1			30,500		
NIAGARA COUNTY						
Niagara Falls	1	260		33,956		
TABLE 2: ADMINISTRATIVE ASSISTANT						
ALLEGANY COUNTY						
Belfast	2	180		375		P/T
Rushford	1	230		17,577	Agriculture Teacher	1/2 Time
ERIE COUNTY						
Cheektowaga #1	1	240				
Cleveland Hill	1	217		26,871	Junior H.S. Assistant Principal	
Grand Island	1	262		23,760		
Kenmore	1	262		25,612	Community Relations	
Maryvale	1	260		25,500	Central Office .5 Public Information .3 Attendance .2	
TABLE 3 a: PERSONNEL - ASSISTANT SUPERINTENDENT						
ERIE COUNTY						
Iroquois	1	240		26,750	Research, Instruction, Negotiations, Bd. Policy	
Kenmore	1	262		31,150		
Tonawanda	1	260		33,000		
NIAGARA COUNTY						
Niagara Falls	1	260		28,753	Chairman of Negotiating Committee	
ORLEANS COUNTY						
Albion	1	260		24,500		
TABLE 3 b: PERSONNEL - COORDINATOR(S)						
ORLEANS COUNTY						
Lyndonville	.5	220		18,139	Teacher	

SECTION 1-A: CENTRAL ADMINISTRATION

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 3 c: PERSONNEL - DIRECTOR(S)						
ERIE COUNTY						
Clarence	1			25,400		
Hamburg	1	250		22,763		
Kenmore	1	262		23,700	Employee Relations Civil Service	
Lancaster	1	220		22,800		
Sweet Home	1	228		24,920	Internal Auditor Chief Negotiator For Administration With Teaching Group	
Williamsville	1	240		30,500		74-75 Salary
Erie #1 BOCES	1	248		23,300		
NIAGARA COUNTY						
Lewiston-Porter	1	229		23,359		
ORLEANS COUNTY						
Lyndonville	.5	230		16,422	IA & AV Coordinator Federal Program Director	
TABLE 3 d: PERSONNEL - OTHER						
ERIE COUNTY						
Maryvale	1	260		26,500		Position: Personnel Administrator
TABLE 4 a: RESEARCH, PLANNING AND EVALUATION DIRECTOR(S)						
ERIE COUNTY						
Lake Shore	1	230		23,556		
Erie #1 BOCES	1	248		26,300		
TABLE 4 b: RESEARCH, PLANNING AND EVALUATION - OTHER						
NIAGARA COUNTY						
Niagara Falls	1	260		23,496	Revaluation Specialist	
	1	260		18,511	Psychometrist	
TABLE 5 a: PUPIL PERSONNEL - ASSISTANT SUPERINTENDENT						
ERIE COUNTY						
Sweet Home	1	228		29,600	School - Community Relations Chief Negotiator With Non-Teaching Group	
Erie #2 BOCES	1	240		20,000		
TABLE 5 b: PUPIL PERSONNEL - COORDINATOR(S)						
ALLEGANY COUNTY						
Rushford	1	205		16,300	Guidance	
ERIE COUNTY						
Kenmore	1	262		28,950		

SECTION I-A: CENTRAL ADMINISTRATION

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 5 b: PUPIL PERSONNEL - COORDINATOR(S) (continued)						
NIAGARA COUNTY						
Lockport	1	220		24,400		
TABLE 5 c: PUPIL PERSONNEL - DIRECTOR(S)						
ALLEGANY COUNTY						
Wellsville	.4	250		20,888	Speech Therapist	
CHAUTAUQUA COUNTY						
Dunkirk	1	220		19,536		
ERIE COUNTY						
Grand Island	1	262		21,698		
Hamburg	1	250		22,000		
Lancaster	1	220		28,250		
Tonawanda	1	240		27,862		
Williamsville	1	240		30,700		74-75 Salary
NIAGARA COUNTY						
Niagara Falls	1	260		28,024		
North Tonawanda	1	240		28,350		
TABLE 5 d: PUPIL PERSONNEL - OTHER						
CHAUTAUQUA COUNTY						
Chautauqua BOCES	1	220		19,032		Position: Chief Psychologist
NIAGARA COUNTY						
Niagara Falls	1	260		24,147		Position: Supervisor
TABLE 6 a: FINANCE AND BUSINESS - ASSISTANT SUPERINTENDENT						
CHAUTAUQUA COUNTY						
Fredonia	1	240		21,825	Transportation	
Jamestown	1	260		23,000	Acting Superintendent	
ERIE COUNTY						
Hamburg	1	250		29,000		
Lancaster	1	220		28,825		
Maryvale	1	260		29,650		
Sweet Home	1	228		29,600		
Williamsville	1	240		30,200		74-75 Salary
Erie #2 BOCES	1	240		25,000		
NIAGARA COUNTY						
North Tonawanda	1	240		33,350		
ORLEANS COUNTY						
Medina	1	220		22,750		

SECTION 1-A: CENTRAL ADMINISTRATION

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 6 b: FINANCE AND BUSINESS - ADMINISTRATIVE ASSISTANT						
CHAUTAUQUA COUNTY						
Southwestern	1	23	20,500			
TABLE 6 c: FINANCE AND BUSINESS - BUSINESS MANAGER - CIVIL SERVICE						
ALLEGANY COUNTY						
Cuba	1	250	15,500		District Clerk Purchasing Agent	
Fillmore	1	230	14,175		Treasurer	
Rushford	1	230	13,000		District Clerk	
Wellsville	1	275	8,800			
CATTARAUGUS COUNTY						
Allegany	1	240	16,350		Board Clerk	$1,650.00
Hinsdale	1	235	10,500		District Clerk	
Little Valley	1	200	7,000		District Treasurer	
Portville	1	240	16,141			
Salamanca	1	240	21,440		Transportation Supervisor School District Treasurer Tax Collector Student Activities Treasurer	
West Valley	1	240	13,975		Transportation Cafeteria District Treasurer	
CHAUTAUQUA COUNTY						
Chautauqua BOCES	1	240	17,500		District Treasurer	
Bemus Point	1	260	20,904		District Clerk	
Brocton	1		17,250			
Chautauqua	1	248	11,400		Board Clerk	
Frewsburg	1	240	14,750		District Clerk	
Mayville	1	240	11,013			
Panama	1	260	11,880		District Clerk	
Sherman	1	230	10,500		District Clerk	
Westfield	1	250	13,465		District Clerk	
ERIE COUNTY						
Cheektowaga #1	1	240				
Clarence	1		15,765			
Cleveland Hill	1	230	20,400			
Eden	1	240	23,500		District Clerk	
Gowanda	1	250	24,000		District Clerk	
Hopevale	.5	240	9,400			*Contracted
Kenmore	1	252	15,000			
Lake Shore	1	230	18,500			
Pioneer	1	260	16,000			
North Collins	1	260	23,100		District Clerk	
Sloan	1	260	17,218		District Clerk	
Williamsville	1	240	17,000			
NIAGARA COUNTY						
Lewiston-Porter	1	229	20,808			
Wilson	1	260	20,521		District Clerk	
TABLE 6 d: FINANCE AND BUSINESS - OTHER						
CHAUTAUQUA COUNTY						
Silver Creek	1	255	11,000			Position: District Treasurer

TABLE 6 d: FINANCE AND BUSINESS - OTHER (continued)

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
ERIE COUNTY						
Akron	1	248		11,000		Position: Administrative Intern
Amherst Central	1	260		20,000		Position: Business Administrator
Clarence	1			28,600	Board Clerk	Position: Director, Non-Teaching and Special Services
Grand Island	1	262		24,464		Position: Business Manager
Iroquois	1	240		23,400		Position: Business Administrator
Tonawanda	1	260		30,000		Position: Supervisor of Business
Erie #1 BOCES	1	248		26,400		Position: Director
NIAGARA COUNTY						
Lockport	1	240		25,000		Position: Assistant to the Superintendent for Management Services
Niagara Falls	1	260		28,696	Member of Professional and Non-Instructional Negotiating Committees; District Clerk	Position: School Bus. Administrator
	1	260		20,307		Position: Assistant School Business Administrator
Royalton-Hartland	1	240		19,200	District Clerk	Position: Business Administrator
ORLEANS COUNTY						
Albion	1	260		18,000		Position: District Clerk

TABLE 7 a: INSTRUCTIONAL/CURRICULUM (K-12) - ASSISTANT SUPERINTENDENT

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
CATTARAUGUS COUNTY						
Salamanca	1	220		25,000	Negotiations Federal Aid	
CHAUTAUQUA COUNTY						
Fredonia	1	240		27,875		
Jamestown	1	260		26,000		
ERIE COUNTY						
Amherst Central	1	260		26,058		
East Aurora	1			29,850	Adult Education Federal Programs Summer School	
Hamburg	1	250		29,000		
Kenmore	1	262		31,150		
Lancaster	1	220		31,550		
Maryvale	1	260		29,650	Curriculum 60% Central Office 15% Research Planning & Evaluation 20% Inservice Training 5%	
Williamsville	1	240		33,500		74-75 Salary
Erie #1 BOCES	1	248		31,900		

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 7 a: INSTRUCTIONAL/CURRICULUM (K-12) - ASSISTANT SUPERINTENDENT (continued)						
NIAGARA COUNTY						
Lewiston-Porter	1	229		26,798		
Lockport	1	240		28,000		
Niagara Falls	2	260	28,717	30,047		
North Tonawanda	1	240		26,800		
TABLE 7 b: INSTRUCTIONAL/CURRICULUM (K-12) - ADMINISTRATIVE ASSISTANT						
ERIE COUNTY						
Amherst Central	1	260		20,000		
Williamsville	1	240		16,000		74-75 Salary
Erie #2 BOCES	1	240		20,500		
NIAGARA COUNTY						
Niagara Falls	2	260	20,780	22,479		
North Tonawanda	1	240		21,300		
TABLE 7 c: INSTRUCTIONAL/CURRICULUM (K-12) - COORDINATOR(S)						
CHAUTAUQUA COUNTY						
Chautauqua BOCES	1	240		18,000		
Clymer	1	210		19,800		K-6
Dunkirk	1	260		18,051	Coordinator of Federal Projects	
ERIE COUNTY						
Depew	1	220		25,483		
Kenmore	1	262		28,950	Elementary Education	
Lake Shore	1	217		21,043	Director of Audio Visual and Library Services	
Lancaster	1	207		17,600		
Sweet Home	1	228		29,100		
Tonawanda	4	240	25,286	30,414		
NIAGARA COUNTY						
Lewiston-Porter	1	229		21,200		
Niagara Falls	1	260		25,946		Position: Reading Administrator
Wilson	1	260		17,500		
TABLE 7 d: INSTRUCTIONAL/CURRICULUM (K-12) - DIRECTOR(S)						
ALLEGANY COUNTY						
Wellsville	.8	200	Teacher Salary		Music Teacher Physical Ed Teacher	Position: Music Helper
CATTARAUGUS COUNTY						
Cattaraugus BOCES	2	240	18,017	22,020		
CHAUTAUQUA COUNTY						
Chautauqua BOCES	1	240		24,000	Negotiations	
Jamestown	1	260		20,300		

SECTION 1-A: CENTRAL ADMINISTRATION

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 7 d: INSTRUCTIONAL/CURRICULUM (K-12) - DIRECTOR(S) (continued)						
ERIE COUNTY						
Alden	1	205		19,710		
NIAGARA COUNTY						
Lewiston-Porter	1	229		20,300		Position: Director of Physical Ed.
Niagara Falls	3	260	21,910	27,724		
ORLEANS COUNTY						
Medina	2	220	21,850	25,400		
TABLE 7 e: INSTRUCTIONAL/CURRICULUM (K-12) - OTHER						
ALLEGANY COUNTY						
Wellsville	.2	200	Teaching Schedule			5 Department Heads
CATTARAUGUS COUNTY						
Cattaraugus BOCES	2	240	15,510	17,145		2 Building Admin.
ERIE COUNTY						
Sweet Home	1	228		20,166		Position: Assistant to Coordinator
NIAGARA COUNTY						
Lewiston-Porter	1	229		17,978		Position: District Media Director
Niagara Falls	1	260		21,446		Position: Project Administrator, ESAA
ORLEANS COUNTY						
Albion	14	200		300		Position: Instruc. Associates

SECTION 1-B: OTHER ADMINISTRATIVE/SUPERVISORY POSITIONS

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 8: DIRECTOR ADULT EDUCATION						
CATTARAUGUS COUNTY						
Allegany	1			243.10	Industrial Arts Instructor	
Salamanca	1	4 hrs/wk		825	Industrial Arts Teacher	
CHAUTAUQUA COUNTY						
Chautauqua BOCES	.25	160		2,500	Building Principal	
Dunkirk	.4	260		6,400	Head Start Director	
Jamestown	1	260		23,863	Coordinator of Industrial, Occupational, Adult Ed. & Extension Services	
Silver Creek		1 or 2 hrs/evening 6 months		1,200	Science Teacher	
ERIE COUNTY						
Amherst Central	1	260		19,631		
Cheektowaga	1				Teacher	
Grand Island	.5			5,448	P/T Payroll Clerk	
Hamburg	1	250		21,670	Assistant Coordinator Educational Services	
Kenmore	1	262		28,950	BOCES Coordinator	
Lancaster	1			3,150	P/T	
Maryvale	1			3,000	Teacher	
Sloan	.2	48		2,000	Secondary Teacher	
Tonawanda	.25	79		2,800	Teacher	
Williamsville	1	240		30,500	Admin. Assistant to Supt. Coordinator Data and Printing	74-75 Salary
Erie #1 BOCES	1	248		18,917		
NIAGARA COUNTY						
Barker	1	16		1,000	Teacher	
Lewiston-Porter	1	P/T		2,000	Teacher	
Niagara Falls	1	260		22,630		Position: Admin. of Adult Ed.
North Tonawanda	.2			2,250		
ORLEANS COUNTY						
Albion	1			800	Teacher	
TABLE 9: PUBLIC INFORMATION: SCHOOL - COMMUNITY RELATIONS						
ERIE COUNTY						
Clarence	.5	220		6,460		
Hamburg	1			8,500		
NIAGARA COUNTY						
Niagara Falls	1	260		21,556	Head of Audio-Visual Department	
TABLE 10: ELEMENTARY SCHOOL SUPERVISOR						
ALLEGANY COUNTY						
Fillmore	1	220		21,811	Assistant Principal	
Richburg	1	240		16,500		

SECTION 1-B: OTHER ADMINISTRATIVE/SUPERVISORY POSITIONS

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 10: ELEMENTARY SCHOOL SUPERVISOR (continued)						
CATTARAUGUS COUNTY						
Allegany	1	205		19,231		
CHAUTAUQUA COUNTY						
Chautauqua	1	228		21,290	Director of Titles Funds	
Dunkirk	.1	220		2,358	Principal	
ERIE COUNTY						
Cheektowaga #1	1	240				
TABLE 11: SECONDARY SCHOOL SUPERVISOR						
ERIE COUNTY						
Grand Island	1	262		30,788		
TABLE 12: MUSIC SUPERVISOR						
CHAUTAUQUA COUNTY						
Jamestown		200		18,144		Position: Dept. Head
ERIE COUNTY						
Cleveland Hill	1	187		19,540		
Grand Island	1	262		22,088		
Iroquois	.8	230		22,670	Teacher	
Kenmore	1	262		25,612		
TABLE 13: PHYSICAL EDUCATION SUPERVISOR						
CATTARAUGUS COUNTY						
Salamanca	1	10 hrs/wk		738	Athletic Teacher Adult Ed. Pool	
CHAUTAUQUA COUNTY						
Chautauqua	1	185		300	Physical Ed. Teacher and Director of Physical Ed.	
Clymer	.5	184		450	Director of Physical Ed. and Athletics	
Jamestown	1	200		16,480		Position: Dept. Head
ERIE COUNTY						
Akron	1	218		17,405		Position: Director of Health, Physical Ed., and Recreation
Cleveland Hill	1	187		21,639		
Grand Island	1	262		22,688		
Hamburg	1	250		22,000		
Iroquois	.5	240		23,650	Assistant Principal .5	
Kenmore	1	262		27,293	Health, Recreation	
Lake Shore	1	230		21,419	Physical Ed. Teacher Director of Athletics	
Maryvale	1			1,200	Teacher	
Tonawanda	1	240		24,123		

SECTION 1-B: OTHER ADMINISTRATIVE/SUPERVISORY POSITIONS

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 13: PHYSICAL EDUCATION SUPERVISOR (continued)						
NIAGARA COUNTY						
Lockport	1	200		20,250		
Niagara Falls	1	260		20,780		Position: Asst. in Physical Ed.
North Tonawanda	1	200		20,850		
TABLE 14: COMMUNICATION MEDIA SUPERVISOR						
CHAUTAUQUA COUNTY						
Chautauqua BOCES	1	240		24,000		
Jamestown	1	200		17,500		
Southwestern	1	194		10,805		
ERIE COUNTY						
Cleveland Hill	1	187		20,244		
East Aurora	1			18,100		
Iroquois	1	230		22,670		
Kenmore	1	262		25,612	Educational TV	
TABLE 15: OTHER						
CATTARAUGUS COUNTY						
Cattaraugus BOCES	1	240		20,012		Position: Director of Communications
	1	240		17,069		Position: ETV Coordinator
West Valley	1			350	Teacher	Elementary Coordinator
	1			350	Teacher	Vice-Principal
CHAUTAUQUA COUNTY						
Chautauqua BOCES	1	240		27,000	Director Occupational Ed.	
	1	240		24,000	Director Special Education	
	4	240	16,000	16,200	Coordinator Federal Funds	
	1.5	240	5.50/hr.	18,200	Library Coordinator	
	1	240		17,450	Coordinator Instructional TV Ser.	
	1	240		14,800	Coordinator Technical TV Service	
	1	240		9,350	Media Specialist	
	1	192		16,800	Labor Relations Coordinator	
	.6	144		10,500	Federal Projects Coordinator	
Jamestown	1	260		20,000	Director Special Services	
	1	200		18,144	Department Head-Math	
	1	200		17,500	Head Librarian	
	1	200		17,134	Reading Consultant	
	1	200		16,313	Assistant Reading Consultant	
	1	200		14,835	Department Head - Art	
	1	200		17,009	Speech Consultant	
	1	200		14,700	Director of Practical Nursing	
ERIE COUNTY						
Amherst #18 Snyder	1	240		20,000		Position: Coordinator Special Education
Depew	1	220		24,578		Position: Audio Visual Coordinator
	1	200		22,572		Position: Athletic Director
	1	200		23,001		Position: Music Coordinator
Grand Island	1	262		22,098		Position: Reading Supervisor
	1	262		21,498		Position: Secondary English Supervisor

SECTION 1-B: OTHER ADMINISTRATIVE/SUPERVISORY POSITIONS

TABLE 15: OTHER (continued)

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimun	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
ERIE COUNTY						
Grand Island	1	262		21,688		Position: Secondary Social Studies Super.
	1	262		22,048		Position: Secondary Science Supervisor
Hamburg	1	250		20,412		Position: Coordinator of Educational Ser.
Iroquois	1	240		26,640	Special Education	Position: Director of Elementary Education
Kenmore	6	262		25,612		Position: Subject Area Supervisors
Sweet Home	1	228		21,466		Position: Coordinator For Special Education
Erie #2 BOCES	1	240		24,200		Position: Director Special Education
	1	240		17,250		Position: Coordinator Special Education
NIAGARA COUNTY						
Lockport	1	200		22,550		Position: Coordinator of Administrative Ser.
Niagara Falls	1	260		26,540		Position: Director of Special Projects
	7	200	20,470	22,300		Position: Supervisor K-12
Royalton-Hartland	1	240		17,100	Chapter #241 Coordinator	Position: Reading Director

SECTION II-A: ADMINISTRATION - PRINCIPALS

TABLE 16: SENIOR HIGH SCHOOL PRINCIPAL(S)

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
ALLEGANY COUNTY						
Richburg	220	240		20,000		
Wellsville	792	250		20,140		
CATTARAUGUS COUNTY						
Allegany	773	220		23,704	Athletic Director	Extra: $667.70
CHAUTAUQUA COUNTY						
Chautauqua BOCES	603	240		22,500	Adult Education Supervision	
	501	240		22,500	Adult Education Supervision	
Brocton	560			18,000		
Dunkirk	1,185	230		23,981	Director, Secondary Education	
Fredonia	894	240		24,800		
Jamestown	1,706	260		25,745		
Mayville	280	240		24,000	Chief School Officer	
Ripley	352	240		17,750	Student Council Advisor P/T Teacher	
Silver Creek	816	240				
Southwestern	831	220		24,000		
Westfield	1,250	240		24,000	Elementary Principal	
ERIE COUNTY						
Alden	1,067	205		27,224		
Amherst Central	1,439	260		29,647		
Cheektowaga #1	1,630	240				
Clarence	1,560	250		30,000		
Depew	1,257	220		31,203		
East Aurora	1,147			27,000		
Eden	910	240		26,275		74-75 Salary
Grand Island	1,450	262		28,250	Director of Summer School	
Hamburg	1,542	250		25,300		
Iroquois	1,435	240		27,700		
Kenmore	2,369	245		30,954		
	2,683	245		30,954		
Lake Shore	1,096	230		28,051		
Lancaster	2,461	207	27,700	28,700		
Maryvale	2,338	250		29,650		
	2,338	250		27,550	Vice-Principal	
Pioneer	1,140	260		22,565	Summer School, Adult Ed. Principal	
Sloan	1,182	220		29,155		
Sweet Home	2,447	220		29,564		
Tonawanda	1,733	240		30,623		
Williamsville	1,358	240	29,500	30,500		74-75 Salary
	1,432	240	29,500	30,500		74-75 Salary
	1,481	240	29,500	30,500		74-75 Salary
Erie #1 BOCES	1,537*	248		24,300		*Total-Three Sessions
	1,234	248		18,170		
	790	248		20,764		
	225	248		24,200		
NIAGARA COUNTY						
Lewiston-Porter	1,154	229		23,850		
Lockport	1,493	220		26,800		
Niagara Falls	556	260		27,196		
	2,097	260		28,694		
	1,618	260		28,407		
North Tonawanda	2,047	220		29,450		
Wilson	466	260		25,875		
ORLEANS COUNTY						
Albion	930	260		22,000		
Medina	600	200		21,000		

PART ONE: SALARIES OF PROFESSIONAL PERSONNEL, REGULAR DAY SCHOOL

FIGURE 1: ANALYSIS OF 1975-76 SALARIES, SENIOR HIGH SCHOOL PRINCIPALS

Building Enrollment	SALARY Minimum	Mean	Median	Maximum	N
220 - 699	$17,750	$22,302	$22,500	$27,196	10
700 - 1,099	20,140	24,106	24,000	28,051	9
1,100 - 1,449	18,170	26,439	27,350	31,203	12
1,450 - 1,999	24,300	27,739	28,250	30,623	10
2,000 - 2,699	28,694	29,709	29,564	30,954	7

N=48*

*Salary schedule includes only 11 and 12 month employees

NOTE:

Only those schools reporting individual building enrollments and corresponding salaries of each administrator have been included. This table is arranged according to building enrollments to allow for salary comparisons by school size.

SECTION II-A: ADMINISTRATION - PRINCIPALS

TABLE 17: JR. - SR. HIGH SCHOOL PRINCIPAL(S)

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
CATTARAUGUS COUNTY						
Portville	775	210		23,591		
Randolph	638	200		21,427		
Salamanca	1,075	220		21,213		
CHAUTAUQUA COUNTY						
Bemus Point	690	240		23,540		
Chautauqua	296	200		26,000	Chief School Officer	
Forestville	481	226		18,305		
Frewsburg	765	215		22,350		
Panama	516*	260		24,633		*Indicates Individual's Responsibility, Not Exact Building Enrollment
ERIE COUNTY						
Akron	1,053	248		26,000		
Cleveland Hill	1,265	217		29,392		
Gowanda	1,098	250		22,932		
North Collins	660	260		26,400		
NIAGARA COUNTY						
Barker	652	230		21,800		
Royalton-Hartland	1,265	240		23,000		
Wilson	590	260		25,375		
ORLEANS COUNTY						
Lyndonville	491	240		21,200		

PART ONE: SALARIES OF PROFESSIONAL PERSONNEL, REGULAR DAY SCHOOL

FIGURE 2: ANALYSIS OF 1975-76 SALARIES, JUNIOR-SENIOR HIGH SCHOOL PRINCIPALS

Building Enrollment	SALARY Minimum	Mean	Median	Maximum	N
296 - 660	$18,305	$23,142	$23,216	$26,400	8
661 - 1,265	21,213	24,002	23,270	29,392	8

N=16*

*Salary schedule includes only 11 and 12 month employees

NOTE:

Only those schools reporting individual building enrollments and corresponding salaries of each administrator have been included. This table is arranged according to building enrollments to allow for salary comparisons by school size.

SECTION II-A: ADMINISTRATION - PRINCIPALS

TABLE 18: JR. HIGH SCHOOL PRINCIPAL(S)

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
CHAUTAUQUA COUNTY						
Jamestown	566	200		20,540		
	656	200		22,553		
	617	200		22,254		
ERIE COUNTY						
Amherst Central	1,169	260		27,000		
Clarence	759	250		29,000		
Hamburg	1,475	250		26,200		
Kenmore	1,370	245		29,730		
	1,556	245		29,730		
	1,391	245		27,480		
Maryvale	1,082	250		28,650		
Sloan	560	220		25,006		
Sweet Home	1,178	220		28,500		
Tonawanda	746	240		28,968		
NIAGARA COUNTY						
Lewiston-Porter	1,234	229		25,028		
Lockport	805	220		25,300		
	802	220		22,200		
Niagara Falls	966	200		21,769		
	680	200		23,850		
	597	200		23,850		
	1,132	200		22,630		
North Tonawanda	1,024	220		27,350		
	990	220		27,350		
ORLEANS COUNTY						
Medina	725	200		24,600		

PART ONE: SALARIES OF PROFESSIONAL PERSONNEL, REGULAR DAY SCHOOL

FIGURE 3: ANALYSIS OF 1975-76 SALARIES, JUNIOR HIGH SCHOOL PRINCIPALS

Building Enrollment	SALARY Minimum	Mean	Median	Maximum	N
560 - 799	$20,540	$24,513	$23,850	$29,000	9
800 - 1,099	21,769	25,436	26,325	28,650	6
1,100 - 1,456	22,630	27,037	27,240	29,730	8

N=23*

*Salary schedule includes only 11 and 12 month employees

NOTE:

Only those schools reporting individual building enrollments and corresponding salaries of each administrator have been included. This table is arranged according to building enrollments to allow for salary comparisons by school size.

SECTION II-A: ADMINISTRATION - PRINCIPALS

TABLE 19: MIDDLE SCHOOL PRINCIPAL(S)

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
ALLEGANY COUNTY						
Wellsville	563	250		15,120		
CHAUTAUQUA COUNTY						
Dunkirk	593	200		20,235		
Fredonia	638	240		24,500		
Southwestern	616	214		21,800		
ERIE COUNTY						
Alden	736	205		25,020		
Cheektowaga #1	300	240				
	548	240				
Cleveland Hill	472	212		26,800		
Depew	1,042	220		29,901		
East Aurora	821			25,000		
Eden	891	240		24,109	Federal Funds	74-75 Salary
Grand Island	1,031	262		25,908		
Iroquois	999	240		27,700		
Lake Shore	1,127	230		26,795		
Lancaster	1,329	207		28,000		
Pioneer	1,203	260		25,838		
Sloan	472	220		26,662		
Williamsville	1,049	240	26,500	30,700		74-75 Salary
	1,032	240	26,500	30,700		74-75 Salary
	971	240	26,500	30,700		74-75 Salary
ORLEANS COUNTY						
Albion	1,230	260		17,500		

PART ONE: SALARIES OF PROFESSIONAL PERSONNEL, REGULAR DAY SCHOOL

FIGURE 4: ANALYSIS OF 1975-76 SALARIES, MIDDLE SCHOOL PRINCIPALS

Building Enrollment	SALARY				N
	Minimum	Mean	Median	Maximum	
300 - 625	$15,120	$22,123	$21,800	$26,800	5
626 - 1,000	24,109	25,471	25,010	27,700	6
1,001 - 1,329	17,500	26,917	27,397	30,700	8

N=19*

*Salary schedule includes only 11 and 12 month employees

NOTE:

Only those schools reporting individual building enrollments and corresponding salaries of each administrator have been included. This table is arranged according to building enrollments to allow for salary comparisons by school size.

SECTION II-A: ADMINISTRATION - PRINCIPALS

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 20: ELEMENTARY SCHOOL PRINCIPAL(S)						
ALLEGANY COUNTY						
Cuba	527	240		15,000	Title I Director	
Scio	337	230		18,926		
Wellsville	960	250		21,525		
CATTARAUGUS COUNTY						
Little Valley	334	220		17,530		
Portville	805	210		20,332		
Randolph	720	200		25,837	Federal Aid Coordinator	
Salamanca	434	220		17,772	Elementary Audio-Visual	
	300	220		17,030		
	304	220		21,500		
CHAUTAUQUA COUNTY						
Bemus Point	619	240		23,754		
Brocton	548			17,250		
Chautauqua	300	228		21,290	Director of Title Funds	
Dunkirk	296	200		16,865		
	284	200		21,533		
	290	200		18,485		
	167	200		18,485		
	347	200		18,945		
Forestville	515	226		19,047		
Fredonia	1,058	240		26,500		
Frewsburg	536	215		21,200		
Jamestown	426	200		20,738		
	371	200		20,670		
	384	200		20,163		
	679	200		15,900		
	526	200		18,846		
	473	200		20,766		
	670	200		22,036		
	539	200		18,020		
Mayville	540	240		19,700		
Panama	559*	260		17,500	*Indicates Individual's Responsibility, Not Exact Building Enrollment	
Ripley	386	220		18,000	Teacher - P/T	
Silver Creek	825	240				
Southwestern	498	214		21,200		
	547	214		20,900		
ERIE COUNTY						
Akron	1,035	248		26,400		
Alden	561	205		28,093		
	386	205		24,347		
	175	205				
	157	205				
Amherst #18 Snyder	636	335		24,490		
	580	335		26,202		
Cheektowaga #1	1,150	240				
Clarence	299	250		24,200		
	336	250		25,000		
	414	250		27,650		
	424	250		28,000		
	479	250		28,000		
Cleveland Hill	508	212		20,702		
Depew	493	220		29,753		
	906	220		30,756		
	850	220		29,901		
East Aurora	330	P/T		26,800	.5 Administrator Assistant to Superintendent	
	424			21,100		
	444			24,200		
Eden	256	240		24,445	Special Education	74-75 Salary
	607	240		23,971	Special Education	74-75 Salary

SECTION II-A: ADMINISTRATION - PRINCIPALS

TABLE 20: ELEMENTARY SCHOOL PRINCIPAL

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
ERIE COUNTY						
Gowanda	735	250		26,813		
	436	230		23,594		
Grand Island	812	262	26,938	27,988		
	616	262	26,938	27,988		
	503	262	26,938	27,988		
Hamburg	722	250		20,917		
	518	250		20,750		
	431	250		19,900		
	499	250		24,000		
	638	250		20,871		
Iroquois	549	240		26,640		
	506	230		22,670		
	442	230		22,670		
Kenmore	411	245		26,256		
	665	245		26,971		
	668	245		28,506		
	848	245		28,506		
	559	245		28,506		
	512	245		28,506		
	967	245		28,506		
	679	245		28,506		
	565	245		28,506		
	677	245		28,506		
	448	245		28,506		
	596	245		28,506		
	724	245		28,506		
Lake Shore	139					
	97	230		24,300	Coordinator Federal Project	
	439					
	110	230		22,385		
	379	230		21,785		
	393	230		22,385		
	689	230		21,242		
Lancaster	590	207		25,700		
	291	207		23,400		
	303	207		22,000		
	531	207		24,100		
	542	207		23,100		
	589	207		26,000		
Maryvale	675	240		27,550		
	765	240		25,150		
	883	240		27,550		
	649	240		27,550		
Pioneer	762	235		24,889		
	665	235		21,500		
North Collins	622	260		25,180		
Sloan	439	220		25,464		
Sweet Home	563	220		27,094		
	506	220		27,500		
	834	220		27,500		
	415	220		27,500		
	809	220		27,500		
	665	220		21,666		
Tonawanda	312	240		25,890		
	255*	240		26,312		
	386	240		26,899		
	303	240		25,826		
	88**	240			* schools with same principal	
	256**	240		27,535		
	128*	240			** schools with same principal	
	355	240		27,649		
Williamsville	525	220	21,000	27,000		74-75 Salary
	691	220	21,000	27,000		74-75 Salary
	495	220	21,000	27,000		74-75 Salary
	824	220	21,000	27,000		74-75 Salary
	804	220	21,000	27,000		74-75 Salary
	851	220	21,000	27,000		74-75 Salary
	841	220	21,000	27,000		74-75 Salary

SECTION II-A: ADMINISTRATION - PRINCIPALS

TABLE 20: ELEMENTARY SCHOOL PRINCIPAL(S) (continued)

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
NIAGARA COUNTY						
Barker	769	230		20,000		
Lewiston-Porter	887	229		24,558		
	586	229		24,619		
	573	229		23,090		
Lockport	492	210	22,500	24,500		
	311	210	22,500	24,500		
	381	210	22,500	24,500		
	366	210	22,500	24,500		
	393	210	22,500	24,500		
	608	210		24,500		
	403	210		24,500		
	530	210		24,500		
Niagara Falls	947	200		26,018		
	332	200		21,869		
	491	200		22,300		
	524	200		22,610		
	290	200		22,610		
	314	200		22,479		
	417	200		21,869		
	358	200		21,390		
	538	200		22,910		
	488	200		22,479		
	308	200		22,610		
	247	200		21,390		
	408	200		22,000		
	645	200		21,259		
	516	200		22,000		
	357	200		22,000		
North Tonawanda	600	220		25,750		
	474	220		25,750		
	398	220		25,750		
	596	220		25,750		
	467	220		25,750		
	398	220		23,150		
	377	220		23,150		
	308	220		21,850		
	407	220		25,750		
Royalton-Hartland	678	240		20,500	School Census & Migrant Census	
	681	240		20,500	Title I Coordinator	
Wilson	414	260		20,907		
	726	260		21,307		
ORLEANS COUNTY						
Albion	900	260		22,500		
	200	260		14,200		
Lyndonville	625	240		21,900		
Medina	950	200		20,511		
	600	200		22,048		

PART ONE: SALARIES OF PROFESSIONAL PERSONNEL, REGULAR DAY SCHOOL

FIGURE 5: ANALYSIS OF 1975-76 SALARIES, ELEMENTARY SCHOOL PRINCIPALS

Building Enrollment	SALARY Minimum	Mean	Median	Maximum	N
88 - 299	$14,200	$22,788	$24,200	$27,535	19
300 - 399	17,030	22,590	22,432	27,649	32
400 - 499	17,772	24,075	24,100	29,753	30
500 - 599	16,000	23,542	23,600	28,506	34
600 - 699	15,900	23,985	23,971	28,506	25
700 - 899	20,000	25,672	27,000	29,901	20
900 - 1,150	20,511	25,339	26,209	30,756	8

N=168*

*Salary schedule includes only 11 and 12 month employees

NOTE:

Only those schools reporting individual building enrollments and corresponding salaries of each administrator have been included. This table is arranged a-cording to building enrollments to allow for salary comparisons by school size.

SECTION II-B: ADMINISTRATION - ASSISTANT PRINCIPALS

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 21: ASSISTANT SENIOR HIGH SCHOOL PRINCIPAL(S)						
ALLEGANY COUNTY						
Wellsville	792	250		17,278		
CHAUTAUQUA COUNTY						
Dunkirk	1,185	200		18,555		
Jamestown	1,706	240	16,500	16,960		
Southwestern	831	214		21,600		
ERIE COUNTY						
Alden	1,067	205		22,524		
Amherst Central	1,439	260		25,938		
Cheektowaga #1	1,630	240				
Clarence	1,560		25,020	25,478		
Depew	1,257	220		27,636		
East Aurora	557			21,400		
	590			23,275	Secondary Summer School Director	
Eden	910	240		21,525		74-75 Salary
Grand Island	1,450	262		25,740		
Hamburg	1,542	250	18,400	21,200		
Iroquois	1,435	240		23,650		
Kenmore	2,369	245		26,669		
	2,683	245	25,733	26,669		
Lake Shore	1,096	230		17,000		
Lancaster	2,461	207	21,700	22,700	Summer High School Directors	
Maryvale	2,338	240	24,150	24,150		
Pioneer	1,140	235		18,000		
Sloan	1,182	220		26,592		
Sweet Home	2,447	228	21,600	27,000	Summer School Principal	
Tonawanda	1,733	240	24,950	26,586		
Williamsville	1,358	240	21,000	24,000		74-75 Salary
	1,432	240	21,000	24,000		74-75 Salary
	1,481	240	21,000	24,000		74-75 Salary
Erie #2 BOCES	504	240		22,500		Vocational Schools
	483	240		22,500		Vocational Schools
NIAGARA COUNTY						
Lewiston-Porter	1,154	229	19,716	19,931		
Lockport	1,493	210	21,600	23,540		
	1,493	220	21,600	23,540		
Niagara Falls	1,618	200	20,793	22,000		
	2,097	200		22,000		
North Tonawanda	2,047	220	24,898	26,042		
ORLEANS COUNTY						
Albion	930	200		14,700		Position: Dean of Students
TABLE 22: ASSISTANT JR. - SR. HIGH SCHOOL PRINCIPAL(S)						
CATTARAUGUS COUNTY						
Salamanca	1,075	220		17,600	7-8 Guidance	
CHAUTAUQUA COUNTY						
Clymer	401	184		1,250	Teacher as Assistant Principal	

SECTION II-B: ADMINISTRATION - ASSISTANT PRINCIPALS

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 22: ASSISTANT JR. - SR. HIGH SCHOOL PRINCIPAL(S) (continued)						
ERIE COUNTY						
Akron	1,053	238		22,500		
Cleveland Hill	1,265	212		24,008		
Gowanda	1,098	250		17,800		
NIAGARA COUNTY						
Royalton-Hartland	1,265	240		20,000		
TABLE 23: ASSISTANT JUNIOR HIGH SCHOOL PRINCIPAL(S)						
ERIE COUNTY						
Amherst Central	1,169	260		25,495		
Clarence	759			24,500		
Hamburg	1,475	250	18,400	22,768		
Kenmore	1,370	245	22,987	25,612		
	1,556	245	25,612	25,612		
	1,391	245	25,612	25,612		
Maryvale	1,082	240		23,785		
Sweet Home	1,178	220		21,016		
NIAGARA COUNTY						
Lewiston-Porter	1,234	229	19,426	19,885		
Lockport	805	210	17,750	22,450		
	802	210	17,750	22,450		
Niagara Falls	597	200	20,152	20,762		
	966	200		20,762		
	1,132	200		20,762		
North Tonawanda	1,024	220	23,950	24,540		
	990	220	23,950	24,540		
TABLE 24: ASSISTANT MIDDLE SCHOOL PRINCIPAL(S)						
ERIE COUNTY						
Depew	1,042	220		29,185		
East Aurora	821			17,750		
Grand Island	1,031	262		25,740	General 6-12 Assistance	
Lake Shore	1,127	230		19,500		
Lancaster	1,329	207		20,100		
Pioneer	1,203	235		22,087		
Williamsville	1,049	220	19,000	26,000		74-75 Salary
	1,032	220	19,000	26,000		74-75 Salary
	971	220	19,000	26,000		74-75 Salary
ORLEANS COUNTY						
Albion	1,230	200		14,600		Position: Admin. Intern
TABLE 25: ASSISTANT ELEMENTARY SCHOOL PRINCIPAL(S)						
ERIE COUNTY						
Akron	1,035	228		19,000		
Amherst #18 Snyder	580	335		20,680		
Kenmore	967	200		20,559	Elementary Supervisor	
Maryvale	765	240		23,524		
	883	240		24,150		
	675	240		22,793	.5 At Each School	
	649	240				

SECTION II-B: ADMINISTRATION - ASSISTANT PRINCIPALS

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS

TABLE 25: ASSISTANT ELEMENTARY SCHOOL PRINCIPAL(S)

NIAGARA COUNTY

Lewiston-Porter	887	229		16,485		
Niagara Falls	645	200	16,412	16,412		
	947	200		18,301		
		200		21,869		
		200		22,300		

SECTION II-C: ADMINISTRATION - SUMMER SCHOOL

DISTRICT	BUILDING ENROLLMENT	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 26: PRINCIPAL(S)						
ALLEGANY COUNTY						
Wellsville	180	35			Assistant High School Principal	
CHAUTAUQUA COUNTY						
Jamestown		15		1,125		
ERIE COUNTY						
Amherst Central	1,101	30		3,228		
Clarence	412	30	No Additional		Sr. High School Principal	Driver Ed.
	193	25	Compensation		Rotated among 2 Elementary Principals every summer	Elementary Reading
Maryvale		33		2,600	Teacher	
Sloan	445	32		1,900	Secondary Teacher	
Tonawanda	385	32+		2,075		Grades 9-12
	111	28+		1,400		
Williamsville		33	1,400	2,400		74-75 Salary
NIAGARA COUNTY						
Niagara Falls	597	35		1,978		
North Tonawanda	852	30		1,700		
TABLE 27: ASSISTANT PRINCIPAL(S)						
CATTARAUGUS COUNTY						
Hinsdale	1	230		3,843	Guidance Counselor	
ERIE COUNTY						
Maryvale		33		1,900	Teacher	
NIAGARA COUNTY						
Niagara Falls	597	35		1,716		
TABLE 28: DIRECTOR(S)						
ERIE COUNTY						
Amherst #18 Snyder		Summer Program		20,000		Position: Coor., Special Education

SECTION III - PUPIL PERSONNEL SERVICES

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 29: DIRECTOR OF GUIDANCE (SYSTEM-WIDE)						
ALLEGANY COUNTY						
Cuba	1	204		17,154		
Wellsville	1	250		19,656		
CATTARAUGUS COUNTY						
Cattaraugus BOCES	1	220		18,770		
Allegany	1	220		18,095		
Hinsdale	1	230		15,157	Assistant Principal	
Little Valley	1	220		15,900		
Portville	1	210		17,600		
Randolph	1	205		17,155		
Salamanca	1	220		19,300	11-12 Guidance	
CHAUTAUQUA COUNTY						
Chautauqua	1	228		17,300		
Jamestown	1	200		18,726		High School Only
Panama	1	240		17,820		
Silver Creek	1	220		19,884		
Southwestern	1	214		21,784		
ERIE COUNTY						
Akron	1	228		18,092		
Alden	1	205		24,002		
Cheektowaga #1	1	240		19,900		
Cleveland Hill	1	212		21,435		
Depew	1	220		27,464		
Eden	1	240		21,574		74-75 Salary
Gowanda	1	250		24,098		
Grand Island	1	262		22,888		
Lake Shore	1	230		22,134	Director-Adult Ed. Guidance Counselor	
Lancaster	1	187		19,952	Plus extra per diem if required to work during July and August	
Maryvale	1	200		21,950	Works additional 6 weeks in summer	
Sloan	1	220		24,954		
Tonawanda	1	220		24,243		
NIAGARA COUNTY						
Barker	1	20[illegible]		19,420		
North Tonawanda	1	220		23,850		
Wilson	1	260		20,993		
ORLEANS COUNTY						
Lyndonville	1	220		16,027		
Medina	1	200		500	Teacher	
TABLE 30: GUIDANCE COUNSELOR						
ALLEGANY COUNTY						
Andover	1	200		17,160		
Cuba	1	204		16,126	Dean of Students Census	
Fillmore	1	220		21,835	Assistant Principal	
Richburg	1	210		12,000		
Rushford	1	205		16,300	Coordinator of Pupil Personnel	
Scio	1	230		15,666		
Wellsville	2	200	11,911	17,328		

TABLE 30: GUIDANCE COUNSELOR (continued)

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
CATTARAUGUS COUNTY						
Cattaraugus BOCES	1	220		15,837		
Allegany	2	220		18,370	7-12	
		200		17,525	Elementary	
Portville	1	180		15,614		
Randolph	1	183		12,785		
Salamanca	1	220		18,726		
West Valley	1	210		16,775		
CHAUTAUQUA COUNTY						
Chautauqua BOCES	2	240	17,200	20,400		
Bemus Point	2	210	14,564	15,929	1 Counselor Also Director of Coep-Career Program - Grades 5-7	
Brocton	1	200		17,670		
Clymer	1	209		18,710		
Dunkirk	3	220	11,500	18,260		
Forestville	1	206		15,371		
Fredonia	4	220	17,487	20,160		
Frewsburg	2	195-215	16,309	18,712		
Jamestown	11	200	13,975	18,975		
Mayville	1	220		16,400		
Ripley	1	220		17,750	Chorus Director	
Sherman	1	200		11,900		
Silver Creek	1	220		19,437	Secondary AV $400	
Southwestern	4	193	15,988	17,820		
Westfield	2	220	13,965	16,895		
ERIE COUNTY						
Akron	2	188	12,735	16,465		
Alden	2	185	20,034	20,380		
Cheektowaga #1	4	210	10,942	21,011		
Clarence	6.5	190	5,741 (.5)	19,552	Additional Pay: JHS - extra 12.5 days in summer for $1,222; SHS - extra 15 days in summer for $1,466.40	
Cleveland Hill	2	212	13,423	22,462		
	1	187		18,433		
Depew	2	200	13,933	23,723		
	3	220	13,933	23,723		
East Aurora	6		12,562	19,041		
Eden	3	220	20,284	21,292		
Gowanda	2	230	21,129	21,129		
Grand Island	6	186	11,942	21,237	Plus average of 20 days during summer 1/200 per day	
Hamburg	9	188	13,556	18,402		
Hopevale	.5	180		6,408	Teacher	
Iroquois	3	230	20,593	21,833		
Kenmore	27	200	16,543	21,430		
Lake Shore	6.5	217	*9,060	20,759	P/T *May work up to 10 additional days in summer with extra pay	
			12,689	20,759		
Lancaster	8	187	11,140	20,290		
Maryvale	8	200	15,870	21,460	Works additional 1-6 weeks in summer	
Pioneer	4	235	13,076	20,803		
North Collins	2	195	20,480	21,576		
Sloan	5	220	11,341	22,476		
Sweet Home	10	187	12,726	23,725		
Tonawanda	5	220	18,602	22,846		
Williamsville	21	200	18,000	24,000		
NIAGARA COUNTY						
Barker	1	207		16,112		
Lewiston-Porter	6	185	15,205	17,330		

TABLE 30: GUIDANCE COUNSELOR (continued)

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
NIAGARA COUNTY						
Lockport	7	200	10,034	18,943		
Niagara Falls	21	200	16,172	20,716		
North Tonawanda	11	210	9,828	23,219		
Royalton-Hartland	3	185	17,251	19,377		
Wilson	2	260	18,009	19,665		
ORLEANS COUNTY						
Albion	4	200	9,975	19,223		
Lyndonville	1	200		11,065		
Medina	3	190	9,500	19,800		

TABLE 31: PSYCHOLOGIST

ALLEGANY COUNTY						
Richburg	.2	40				BOCES
Wellsville	.6	120				BOCES
CATTARAUGUS COUNTY						
Cattaraugus BOCES	6.2	180	12,078	14,208		
Allegany						BOCES
Portville	.5	91		9,300		
Salamanca	1	200		17,582		
West Valley	.5					BOCES
CHAUTAUQUA COUNTY						
Chautauqua BOCES	3.4	200	14,595	17,424		
Chautauqua	1	30				BOCES
Forestville						BOCES
Jamestown	2	200-260	13,333	19,080		
Ripley						BOCES
Silver Creek		60		140/day		BOCES
Southwestern	1	184		17,500		
Westfield	1	185		12,750		
ERIE COUNTY						
Akron	5	188	5,775	5,775		
Alden	.8	185		8,340		
Amherst #18 Snyder	1	204		20,407		
Amherst Central	3	200	18,546	20,307		
Clarence	1	190		22,535		
Cleveland Hill	.4	75		7,414		
Depew	1	200		17,261		
East Aurora	1			22,775		
Eden	.25	50		5,000		
Gowanda	1	200		12,149		
Grand Island	2	206	13,101	13,877		
Hamburg	2	250	15,900	18,900		
Iroquois	1	230		14,625		
Kenmore	6	200-262	17,015	25,250		2 on 12-month basis
Lake Shore	1	217		21,626		
Lancaster	2	187	19,924	21,503		
Maryvale	3					Fee basis
Pioneer	1	180		14,469		
Sloan	.4	80		8,000		
Sweet Home	3	187	19,011	23,728		
Tonawanda	1	200		23,431		
Williamsville	1	200		24,000		
Erie #2 BOCES	1	190		21,000		

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 31: PSYCHOLOGIST (continued)						
NIAGARA COUNTY						
Lewiston-Porter	2	205		13,405	$3500 Differential and Teacher Schedule	
Lockport	1.6	200	7,600	19,000	1 P/T included under Title I ESEA	
Niagara Falls	9	260	19,929	20,846		
North Tonawanda	2	210	10,920	26,590		
Wilson						BOCES
ORLEANS COUNTY						
Albion	1	200		16,800		
TABLE 32: ATTENDANCE SUPERVISOR (OFFICER)						
ALLEGANY COUNTY						
Fillmore	1	200		12,000	Nurse-Teacher	
CHAUTAUQUA COUNTY						
Dunkirk	1	200		14,710		
Jamestown	1	200		14,000		
ERIE COUNTY						
Alden	.1			500		
Amherst Central	2	200	19,810	21,290		
Depew	1	200		11,425		
Gowanda	1	185		16,614		
Kenmore	2	200	11,897	13,406		
Lake Shore	1	230		21,172	V.I.C.P. Teacher; Purchaser Parochial Textbooks	
Lancaster	1	207		21,722		
Sweet Home	1	187		14,549		
Tonawanda	1	240		15,305	Census Director	
NIAGARA COUNTY						
Wilson	1	260		17,181	Teacher-Student Coordinator Census Taker	
TABLE 33: NURSE-TEACHER						
ALLEGANY COUNTY						
Andover	1	180		12,505		
Fillmore	1	200		12,000	Attendance Officer	
Richburg	1	200		7,600		
Rushford	1	180	8.100	15,225	Attendance	
Wellsville	3	200	12,415	15,414		
CATTARAUGUS COUNTY						
Little Valley	1	200				
Randolph	2	183	14,590	15,245		
Salamanca	2	200	12,285	13,188		
West Valley	1			12,388		
CHAUTAUQUA COUNTY						
Chautauqua BOCES	1	180	4.50/hr.	7.05/hr.		
Bemus Point	1	200		14,270		
Brocton	1	180		12,875		
Chautauqua	1	185		11,155		

SECTION III - PUPIL PERSONNEL SERVICES

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
TABLE 33: NURSE-TEACHER (continued)						
CHAUTAUQUA COUNTY						
Clymer	.6	120		8,451		
Fredonia	3	180	14,700	15,850		
Frewsburg	2	185	12,513	14,698	High School Nurse-Teacher, Attendance Supervisor	
Jamestown	6	200	9,370	14,575		
Panama	1	200		11,430		
Ripley	1	200		14,141		
Sherman	1	180		13,660		
Silver Creek	2	220	11,126	11,771		
Southwestern	2	184	11,414	13,643		
ERIE COUNTY						
Akron	1	188		14,900		
Alden	4	185	9,923	15,924		
Amherst #18 Snyder	1	184		16,173		
Amherst Central	2	200	16,460	17,277		
Cheektowaga #1	2	180	9,360	14,998		
Clarence	3.8	187	12,234	16,792		
Cleveland Hill	3	187	10,988	20,268		
Depew	5	200	9,600	16,800		
East Aurora	2		16,207	16,713		
Eden	2	200	13,827	14,009		
Gowanda	1	185		12,679		
Grand Island	5	186	10,949	15,605		
Hamburg	7	188	[illegible],966	19,820		
Iroquois	3	186	15,653	16,125		
Kenmore	12.4	200	12,066	18,056		
Lake Shore	3	217	15,359	16,589		
Lancaster	5	187	10,955	17,243		
Maryvale	5	200	10,920	16,600		
North Collins	1	185		14,798		
Sloan	4	200	14,050	16,895		
Sweet Home	9	187	11,551	18,083		
Tonawanda	5	200	11,790	17,715		
Williamsville	11	200	14,000	17,000		
NIAGARA COUNTY						
Barker	1	187		13,850		
Lockport	7	200	11,764	18,943		
North Tonawanda	10	200	9,100	20,806		
ORLEANS COUNTY						
Lyndonville	1	200		14,000		
Medina	3	180	9,000	19,300		
TABLE 34: SOCIAL WORKER						
CHAUTAUQUA COUNTY						
Jamestown	1	200		17,500		
ERIE COUNTY						
Clarence	1	190		19,552		
Williamsville	1	200		17,000		
NIAGARA COUNTY						
Barker	1	187		10,900		
Lewiston-Porter	1	205		13,405	$3500 Differential & Teachers Schedule	
Lockport	1	200		14,359		
Niagara Falls	8	260	17,761	20,398		

TABLE 35: OTHER

DISTRICT	FTE EMPLOYEES IN POSITION	WORK DAYS PER YEAR	ACTUAL SALARY Minimum	ACTUAL SALARY Maximum	OTHER SCHOOL RESPONSIBILITIES	REMARKS
ALLEGANY COUNTY						
Rushford	1				BOCES	Position: Speech Therapist
Wellsville	1.2	200		20,888		Position: Speech Therapist .2 BOCES
						Full-time Speech Therapist also Director, Pupil Personnel
	1	200		14,106		Position: Dental Hygienist
CATTARAUGUS COUNTY						
Randolph	1			14,590		Position: Dental Hygienist
Salamanca	1	200		15,251		Position: Speech Therapist
CHAUTAUQUA COUNTY						
Fredonia	.5	90		7,750		Position: Speech Therapist
Westfield	1			14,400		Position: Dental Hygienist
ERIE COUNTY						
Akron	.6	188		5,875		Position: Speech Therapist
Alden	.5	185		5,736		Position: Speech Therapist
Amherst #18 Snyder	1	180	11,006	18,585		Position: Speech Therapist
Clarence	2	187		19,552		Position: Speech Therapist
Cleveland Hill	1.5	187	5,567	12,348		Position: Speech Therapist
East Aurora	1			18,095		Position: Speech Therapist
Gowanda	1	185		16,314		Position: Speech Therapist
Grand Island	2	186	9,175	10,548		Position: Speech Therapist
Hamburg	3	188	10,434	10,966		
Iroquois	2	186	14,082	18,220	Teaching	Position: Grade Level Advisors
	2	186	17,740	18,200		Position: Speech Therapist
Kenmore	7	200	10,895	18,728		Position: Speech Therapist
	1	200		13,384		Position: Dental Hygienist
Lancaster	3.4	187	10,231	12,640*	* $4,296 for P/T - 40%	
	2	187	11,411	13,299		Position: Speech Therapist
Pioneer			9,843	11,732		Position: Dental Hygienist
Sloan	1	200		12,825		Position: Dental Hygienist
Erie #2 BOCES	.5			6,700		Position: Dental Hygienist P/T
NIAGARA COUNTY						
Barker	.5			6,250		Position: Dental Hygienist P/T
Lockport	2.4	200	9,688	17,213		Position: Speech Therapist
North Tonawanda	2	200	6,499	17,227		Position: Dental Hygienist
Royalton-Hartland	1	185		16,943		Position: Dental Hygienist
Wilson					BOCES	Position: Speech Therapist
ORLEANS COUNTY						
Albion	1			15,300		Position: Dental Hygienist
Lyndonville	.5			5,000		Position: Dental Hygienist P/T

PART TWO

Page

SUMMARY DATA ON STUDENTS, ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL 38

TABLE 36: SUMMARY DATA: ADMINISTRATIVE AND INSTRUCTIONAL PERSONNEL, 1975-76

DISTRICT	FTE INSTRUCTIONAL PERSONNEL 1975-76				ADMINISTRATIVE AND SUPERVISORY PERSONNEL			PUPIL PERSONNEL SERVICES			REMARKS
	K(1/2 Day)	K-6	7-12	Total	Full Time	Part Time	FTE Total	Full Time	Part Time	FTE Total	
ALLEGANY COUNTY											
Andover		14	20	34	1		1	2		2	
Belfast		12	15	27	1		1				
Cuba		27	30	57	2		2				
Fillmore		26	25	51	3		3	3		3	
Richburg	2	6	13	21	1		1				
Rushford		13	17	30	1	1	1.5		1	.5	
Scio		16	18	34	2	.1	2.1	1		1	
Wellsville		54	60	114	5		5	8	.2	8.2	
CATTARAUGUS COUNTY											
Cattaraugus BOCES				74	7	1	7.6	13	2	13.8	
Allegany	3	35	45	80	4		4	3		3	
Hinsdale		19		19	2	1	2.5		3	1.5	
Little Valley	1	12	18.5	31.5	3		3	2		2	
Portville		41.0	42.5	83.5	3		3	7	3	8.5	
Randolph		37	38	75	3		3	2		2	
Salamanca		50	59	109	7		7	7		7	
West Valley		12	13	25	1	2	1.1	2	1	2.5	
CHAUTAUQUA COUNTY											
Chautauqua BOCES		37.2	52	89.2	19	3	21.1	6	.4	6.4	
Bemus Point	2	29	39	70	4		4	3		3	
Brocton		29	30	59	4		4	2		2	
Chautauqua	1	16	18	35	2		2	1		1	
Clymer		22.6	21.5	44.1	2	.1	2.1	1		1	
Dunkirk	5.5	75.5	88	169	15	1	15.4	9	1	9.2	
Forestville	2	27	29	58	3		3	1		1	
Fredonia	3.5	53.5	70.3	127.3	4		4	7		7	
Fredsburg		36	36.5	72.5	3		3	4		4	
Jamestown	13	182	199.6	394.6	28		28	22		22	
Mayville		25	25	50	2		2			0	
Panama		26	25	51	4		4	2		2	
Ripley		19	23	42	3		3	2		2	
Sherman		18	24	42	1		1	2		2	
Silver Creek	2.5	38.5	43	84	3		3	4		4	
Southwestern	4	81	51	136	10		10	6		6	
Westfield		30	40	70	3		3	3		3	
ERIE COUNTY											
Akron	2.5	39.0	57.3	98.8	5.0		5.0	4.0	2.0	5.1	
Alden	4	57.5	93	154.5	7		7				
Amherst #18 Snyder	4	65		65	4		4				
Amherst Central			170	170	9		9	3		3	
Cheektowaga #1	4	79	98	181	14		14	5		5	
Clarence		108.8	117.9	226.7	14		14	13	2	14.3	
Cleveland Hill	3	40.7	74	117.7	7		7	12	.9	12.9	
Depew	7	111	101.3	219.3	12		12	13		13	
East Aurora	4	70.2	89.5	163.7	11		11	10		10	
Eden	3.1	59.0	73	135.1	5		5	6	.25	6.25	
Gowanda	3	56	60	119	6		6	7		7	
Grand Island	7.5	98.8	122.5	228.8	19	1	19.5	15		15	
Hamburg		148.5	164.5	313.0	19		19	21		21	
Hopevale			11	11	1		1		1	.5	
Iroquois		74.3	131.2	205.5	10		10	5	4	7	
Kenmore	9.3 (ECE)	405.8	468.9	874.7*	58		58	54	3	55.4	*ECE not included
Lake Shore	8.5	106.6	124.2	239.3	14		14	12	1	12.5	
Lancaster	8.5	144	178.2	330.7	18		18	22	1	22.4	
Maryvale		139	168	307	18		18	16		16	
Pioneer		112.5	92.5	205	7		7	15		15	

DISTRICT	FTE INSTRUCTIONAL PERSONNEL 1975-76				ADMINISTRATIVE AND SUPERVISORY PERSONNEL			PUPIL PERSONNEL SERVICES			REMARKS
	K(1/2 Day)	K-6	7-12	Total	Full Time	Part Time	FTE Total	Full Time	Part Time	FTE Total	
					TABLE 36 (continued)						
ERIE COUNTY											
North Collins		32	34.5	66.5	4		4	4		4	
Sloan	2	47	76.6	125.6	6		6	10		10	
Sweet Home	12	179.9	204.5	396.4	19		19	23		23	
Tonawanda	7	110	125	242	19		19	15		15	
Williamsville				634	28	.4	28.4	35		35	
Erie #1 BOCES				346.7	31		31				
Erie #2 BOCES				106	10		10	1		1	
NIAGARA COUNTY											
Barker		41	37	78	3		3	2		2	
Lewiston-Porter	5	97	124	226	17		17	8		8	
Lockport	13	169	178	360	18		18	18	3	19.2	
Niagara Falls		436.5	478	*942.5	60		60	42		42	*Includes: 12 K-12 28 Other
North Tonawanda	11.5	167	189	367.5	23		23	25		25	
Royalton-Hartland		71	62.6	133.6	7		7	4		4	
Wilson	3	54.5	61.5	119.0	7		7	4		4	
ORLEANS COUNTY											
Albion		78	79	157	8		8	16		16	
Lyndonville		35	26.5	61.5	3	1	4	3		3	
Medina	4.5	71	85	160.5	8		8	7		7	

TABLE 37: SUMMARY DATA: STUDENT ENROLLMENT, 1975-76

DISTRICT	STUDENT ENROLLMENT AT END OF FIRST FULL WEEK OF SCHOOL, SEPTEMBER 1975					REMARKS
	K(1/2 Day)	K(Full Day)	1-6	7-12	Total (K-12)	
ALLEGANY COUNTY						
Andover		53	246	295	594	
Belfast		40	250	249	539	
Cuba		62	465	580	1,107	
Fillmore		75	505	510	1,090	
Richburg		44	211	220	475	
Rushford	46		237	237	520	
Scio		38	271	289	598	
Wellsville		174	953	1,183	2,310	
CATTARAUGUS COUNTY						
Cattaraugus BOCES					1,247	Occupational Ed.
					232	Special Ed.
Allegany	130		658	773	1,561	
Hinsdale		72	335	355	762	
Little Valley	55		279	289	623	
Portville		106	698	771	1,575	
Randolph		95	630	653	1,378	
Salamanca		128	914	1,089	2,131	
West Valley		39	226	265	530	
CHAUTAUQUA COUNTY						
Chautauqua BOCES			268	1,316	1,584	
Bemus Point	73		546	690	1,309	
Brocton		94	454	560	1,108	
Chautauqua	33		275	295	603	
Clymer		55	331	401	787	
Dunkirk	241		1,269	1,616	3,126	
Forestville	69		446	481	996	
Fredonia	170		1,264	1,329	2,763	
Frewsburg		87	545	669	1,301	
Jamestown			4,068	3,545	7,613	
Mayville		56	335	429	820	
Panama		77	482	516	1,075	
Ripley		58	328	352	738	
Sherman		47	275	308	630	
Silver Creek	117		703	826	1,646	
Southwestern	177		1,091	1,224	2,492	
Westfield		75	536	625	1,236	
ERIE COUNTY						
Akron	126		901	1,041	2,068	
Alden	181		1,323	1,578	3,082	
Amherst #18 Snyder	156		1,060		1,216	
Amherst Central				2,608	2,608	
Cheektowaga #1	225		1,470	1,923	3,627	
Clarence		235	1,717	2,319	4,271	
Cleveland Hill	142		838	1,265	2,245	
Depew	401		2,190	1,957	4,548	
East Aurora	170		1,298	1,697	3,165	
Eden	155		1,131	1,378	2,664	
Gowanda	167		1,004	1,098	2,269	
Grand Island	350		2,287	2,129	4,766	
Hamburg		366	2,442	3,017	5,825	
Hopevale				45	45	
Iroquois		210	1,287	2,434	3,931	
Kenmore	1,052 (ECE-750)		6,624	9,369	17,795	
Lake Shore	296	36 (Pre-1st)	1,914	2,223	4,469	
Lancaster	364		2,692	3,520	6,576*	*Plus 60 Special Class Students

DISTRICT	STUDENT ENROLLMENT AT END OF FIRST FULL WEEK OF SCHOOL, SEPTEMBER 1975					REMARKS
	K(1/2 Day)	K(Full Day)	1-6	7-12	Total (K-12)	

TABLE 37 (continued)

ERIE COUNTY					
Maryvale		359	2,614	3,429	6,402
Pioneer		279	1,741	1,750	3,770
North Collins		63	559	660	1,282
Sloan	104	50	937	1,562	2,653
Sweet Home	562		3,202	3,678	7,442
Tonawanda	287		1,796	2,479	4,562
Williamsville	721		5,292	6,301	12,314
Erie #1 BOCES					5,200
Erie #2 BOCES					1,754
NIAGARA COUNTY					
Barker		94	675	652	1,421
Lewiston-Porter	265		1,781	2,388	4,434
Lockport	528		2,956	3,100	6,584
Niagara Falls		916	6,223	7,600	14,739
North Tonawanda	TOTAL 3,852			4,061	7,913
Royalton-Hartland		206	1,153	1,265	2,624
Wilson	142		998	1,050	2,190
ORLEANS COUNTY					
Albion		255	1,491	1,460	3,206
Lyndonville		75	550	491	1,116
Medina	199		1,320	1,350	2,869

PART THREE

TEACHERS' SALARY INFORMATION

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PART THREE: TEACHERS' SALARY INFORMATION

SECTION I-A: SALARY SCHEDULE 1975-76

TABLE 38: STEP 1

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
ALLEGANY COUNTY								
Andover	8,200	9,250	10,000	9,300	10,050			
Belfast	8,200	8,800	9,400	9,200	9,800			
Cuba	8,050	8,410	8,790	8,610	8,990			
Fillmore	8,000	8,450	8,900		9,350			
Richburg	7,600	8,200	8,800	8,500	9,000			
Rushford	8,100	8,550	9,000	8,700	9,150			
Scio	8,300	8,750	9,200	8,950	9,400			
Wellsville	8,450	8,990	9,530	8,700	9,240	9,780		
CATTARAUGUS COUNTY								
Cattaraugus BOCES	8,565	9,165	9,765	9,465	10,065			
Allegany	8,625	9,225	9,825	9,450	10,050	10,650		
Hinsdale	8,405	9,005	9,605	9,205				
Portville	8,550	9,150	9,750	9,470	9,950			
Randolph	8,050	8,650	9,250	8,950	9,550			
Salamanca	8,400	8,900	9,400	9,100	9,600	10,100		
West Valley	8,500	9,040		9,310	9,850			
CHAUTAUQUA COUNTY								
Chautauqua BOCES	10,270							Occupational Ed.
	8,750	9,425	10,040	9,625	10,270			Special Ed.
Bemus Point	8,700	9,300		9,400	9,900			
Brocton	8,700	9,250	9,800	9,450	10,000			
Chautauqua	8,870	9,365	9,965					
Clymer	8,398	9,146	9,897	9,271	10,025			
Dunkirk	8,350	8,950	9,450	9,250	9,750			
Forestville	7,400	7,950	8,460	8,175	8,685			
Fredonia	8,600	9,100	9,600	9,400	9,900	10,400	10,600	
Frewsburg	8,540	9,140	9,740	9,540	10,140	10,740		
Jamestown	8,775	9,275	9,875	9,575	10,075	10,575		
Mayville	8,800			+ 250				
Panama	8,500	9,200	9,750	9,980	10,705			
Ripley	9,055	9,751	10,332	9,868	10,448			
Sherman	8,250	8,690	9,130	8,800	9,130			
Silver Creek	9,553	10,303	11,053	10,503	11,253			
Southwestern	9,095	9,777	10,687	10,141	10,687	11,596		
Westfield	8,500	9,000	9,500					
ERIE COUNTY								
Akron	9,200	9,800	10,400	10,200	10,800			
Alden	9,450	9,950	10,250	10,425	10,925	11,425		
Amherst #13 Eggerts.	9,570	10,144	10,718	10,527	11,101	11,675	12,058	
Amherst #18 Snyder	9,570	10,144	10,718	10,527	11,101	11,675	12,058	
Amherst Central	9,570	10,144	10,718	10,527	11,101	11,675	12,058	
Cheektowaga #1	9,360	10,064	10,766	10,486	11,188		11,288	
Clarence	O P E N		O P E N		O P E N			
Cleveland Hill	9,616	10,376		10,[illegible]4	11,514	12,271	12,526	
Depew	9,600	10,380	11,160	10,700	11,480	12,260	12,810	
East Aurora	9,165	9,705	10,245	10,355	10,895	11,435		
Eden	10,011	10,853		11,433	12,275			
Gowanda	8,900	9,500	10,100	9,950	10,550			
Grand Island	9,175	10,093	11,010	10,551	11,469		11,928	
Hamburg	9,373	10,003		10,625	11,255	11,885	12,011	
Hopevale	8,730	9,210	9,690	9,900	10,380	10,860		
Iroquois	9,300	9,900		10,400	11,000			
Kenmore	9,893	10,895	11,897	11,021	12,023			
Lake Shore	9,300	10,230	11,160	10,739	11,669	12,599	13,099	
Lancaster	9,450	10,057	10,665	10,600	11,207	11,815		
Maryvale	9,400			10,580	11,180			
Pioneer	8,350							
North Collins	9,275	10,017	10,759	10,388	11,130			
Sloan	9,150	9,750	10,350	10,250	10,850			
Sweet Home	9,865	10,375	10,885	11,087	11,597	12,107	12,907	
Tonawanda	8,775	9,375	9,975	9,615	10,215			

SECTION I-A: SALARY SCHEDULE 1975-76

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
				TABLE 38: STEP 1 (continued)				
ERIE COUNTY								
Williamsville	9,450	10,200	10,950	10,752	11,502	12,252	12,252	
Erie #1 BOCES	9,150	9,782	10,414	10,250	10,882	11,514		
Erie #2 BOCES	9,600	10,350	11,100					
NIAGARA COUNTY								
Barker	8,900	9,550	10,210	9,750	10,410			
Lewiston-Porter	9,400	10,090	10,405	10,405	11,095	11,440	11,755	
Lockport	8,650			+ 346				
Niagara Falls	9,069	9,882	10,696	+ 300		11,509	+ 500	
North Tonawanda	9,086	9,684	10,296	+ 350	10,034	10,646	+ 300	
Royalton-Hartland	9,000	9,668	10,337	9,429	10,097	10,766		
Wilson	8,625	9,330	9,960	9,630	10,260	10,890		
ORLEANS COUNTY								
Albion	9,000	9,750	10,500	9,400	10,150	10,900		
Lyndonville	9,000	9,600	10,200	+ 310				
Medina	9,000	9,675	10,350	10,075	10,750	11,425		
				TABLE 39: STEP 5				
ALLEGANY COUNTY								
Andover	10,100	10,850	11,600	10,900	11,650			
Belfast	9,840	10,560	11,280	11,040	11,760			
Cuba	9,515	9,950	10,410	10,195	10,650			
Fillmore	9,600	10,050	10,500		10,950			
Rushford	9,720	10,170	10,620	10,320	10,770			
Scio	9,960	10,502	11,040	10,742	11,280			
Wellsville	10,140	10,680	11,220	12,390	12,940	13,470		
CATTARAUGUS COUNTY								
Cattaraugus BOCES	9,965	10,565	11,165	10,865	11,465			
Allegany	10,025	10,625	11,225	10,850	11,450	12,050		
Hinsdale	9,705	10,305	10,905	10,505				
Portville	9,700	10,300	10,900	10,620	11,100			
Randolph	10,340	10,990	11,640	11,290	11,940			
Salamanca	9,744	10,244	10,744	10,556	11,056	11,556		
West Valley	9,695	10,235		10,505	11,045			
CHAUTAUQUA COUNTY								
Chautauqua BOCES	12,045							Occupational Ed.
	10,555	11,200	11,845	11,400	12,045			Special Ed.
Bemus Point	10,900	11,500		11,600	12,100			
Brocton	10,354	10,904	11,454	11,104	11,654			
Chautauqua	10,778	11,356	11,956					
Clymer	10,145	10,908	11,671	11,035	11,797			
Dunkirk	10,975	11,575	12,075	11,875	12,375			
Forestville	9,866	10,416	10,766	10,641	11,191			
Fredonia	10,300	10,800	11,300	11,100	11,600	12,100	12,300	
Frewsburg	10,874	11,534	12,193	11,976	12,636	13,296		
Jamestown	10,575	11,075	11,675	11,375	11,875	12,375		
Mayville	10,000			+ 250				
Panama	10,340	11,070	11,615	11,430	12,155			
Ripley	10,875	11,572	12,153	11,689	12,089			
Sherman	9,570	10,010	10,450	10,120	10,450			
Silver Creek	10,847	11,597	12,347	11,797	12,547			
Southwestern	10,596	11,278	12,187	11,642	12,187	13,097		
Westfield	10,300	10,800	11,300					

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
TABLE 39: STEP 5 (continued)								
ERIE COUNTY								
Akron	10,775	11,435	12,100	11,960	12,625			
Alden	11,342	11,942	12,302	12,509	13,109	13,709		
Amherst #13 Eggerts.	11,675	12,250	12,824	12,632	13,207	13,781	14,164	
Amherst #18 Snyder	11,675	12,250	12,824	12,632	13,207	13,781	14,164	
Amherst Central	11,675	12,250	12,824	12,632	13,207	13,781	14,164	
Cheektowaga #1	10,629	11,332	12,034	11,755	12,457		12,557	
Clarence	10,782	11,282	11,782	12,282	13,032	13,782		
Cleveland Hill	10,988	11,746		12,348	13,108	13,865	14,120	
Depew	12,275	13,055	13,835	13,800	14,580	15,360	15,910	
East Aurora	10,165	10,705	11,245	11,355	11,895	12,435		
Eden	11,720	12,562		13,142	13,985			
Gowanda	11,230	11,830	12,430	12,280	12,880			
Grand Island	10,827	11,891	12,973	12,478	13,469		13,946	
Hamburg	10,968	11,598		12,335	12,965	13,595	13,721	
Hopevale	10,290			11,460				
Iroquois	10,800	11,400		12,100	12,700			
Kenmore	12,066	13,067	14,069	13,193	14,194			
Lake Shore	11,014	11,994	12,874	12,380	13,310	14,240	14,740	
Lancaster	10,955	11,562	12,170	12,155	12,762	13,370		
Maryvale	11,465			12,670	13,270			
Pioneer	10,392							
North Collins	10,971	11,713	12,455	12,296	13,038			
Sloan	11,250	11,850	12,450	12,350	12,950			
Sweet Home	11,595	12,105	12,615	13,076	13,586	14,096	14,896	
Tonawanda	10,880	11,480	12,080	11,880	12,480			
Williamsville	11,038	12,454	13,204	13,105	13,855	14,605	14,605	
Erie #1 BOCES	10,675	11,307	11,939	11,850	12,482	13,114		
Erie #2 BOCES	11,450	12,200	12,950					
NIAGARA COUNTY								
Barker	10,500	11,250	11,010	11,450	11,210			
Lewiston-Porter	10,670	11,360	11,875	11,875	12,565	12,910	13,225	
Lockport	10,726	12,196	13,926	+ 346	12,542	14,272		
Niagara Falls	11,200	12,014	12,827	+ 300		13,641	+ 500	
North Tonawanda	11,251	11,851	12,451	+ 350	12,201	12,801	+ 300	
Royalton-Hartland	10,588	11,256	11,925	11,017	11,685	12,354		
Wilson	10,195	11,050	11,680	11,350	11,980	12,610		
ORLEANS COUNTY								
Albion	10,200	10,950	11,700	10,600	11,350	12,100		
Lyndonville	10,300	10,900	11,500	+ 310				
Medina	10,700	11,375	12,050	11,775	12,450	13,125		
TABLE 40: STEP 10								
ALLEGANY COUNTY								
Andover	12,100	12,850	13,600	12,900	13,650			
Belfast	11,890	12,760	13,630	13,340	14,210			
Cuba	11,400	11,940	12,500	12,230	12,790			
Fillmore	11,600	12,050	12,500		12,950			
Rushford	11,745	12,195	12,645	12,345	12,795			
Scio	11,310	12,356	13,340	12,982	13,630			
Wellsville	12,253	12,793	13,333	12,503	13,043	13,583		
CATTARAUGUS COUNTY								
Cattaraugus BOCES	11,840	12,440	13,040	12,740	13,340			
Allegany	11,950	12,550	13,150	12,775	13,375	13,975		
Hinsdale	11,450	12,050	12,650	12,250				
Portville	11,350	11,950	12,550	12,270	12,750			
Randolph	12,015	12,665	13,315	12,965	13,615			
Salamanca	11,529	12,029	12,529	12,491	12,991	13,491		
West Valley	11,153	11,693		11,963	12,503			

SECTION I-A: SALARY SCHEDULE 1975-76

TABLE 40: STEP 10 (continued)

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
CHAUTAUQUA COUNTY								
Chautauqua BOCES	13,770							Occupational Ed.
	12,280	12,925	13,570	13,125	13,770			Special Ed.
Bemus Point	12,400	13,000		13,100	13,600			
Brocton	12,280	12,830	13,380	13,030	13,580			
Chautauqua	12,598	13,176	13,776					
Clymer	12,179	12,942	13,684	13,068	13,831			
Dunkirk	13,040	13,640	14,140	13,940	14,440			
Forestville	11,737	12,287	12,837	12,512	13,062			
Fredonia	12,300	12,800	13,300	13,100	13,600	14,100	14,300	
Frewsburg	12,695	13,354	14,014	13,788	14,448	15,108		
Jamestown	13,575	14,075	14,675	14,375	14,875	15,375		
Mayville	11,650			+ 250				
Panama	12,155	12,885	13,430	13,245	13,970			
Ripley		13,335	14,116	13,652	14,232			
Sherman	11,300	11,740	12,180	11,850	12,180			
Silver Creek	12,563	13,313	14,063	13,513	14,263			
Southwestern	12,733	13,415	14,325	13,779	14,325	15,234		
Westfield	12,000	12,500	13,000					
ERIE COUNTY								
Akron	12,710	13,370	14,035	14,115	14,780			
Alden	13,707	14,432	14,867	15,244	15,979	16,704		
Amherst #13 Eggerts.	14,834	15,408	15,982	15,791	16,365	16,939	17,322	
Amherst #18 Snyder	14,834	15,408	15,982	15,791	16,365	16,939	17,322	
Amherst Central	14,834	15,408	15,982	15,791	16,365	16,939	17,322	
Cheektowaga #1	13,113	13,816	14,518	14,239	14,941		15,041	
Clarence	12,707	13,207	13,707	14,982	15,732	16,482		
Cleveland Hill	12,982	13,740		14,739	15,498	16,258	16,510	
Depew				17,500	18,280	19,060	19,610	
East Aurora	12,740	13,280	13,820	13,930	14,470	15,010		
Eden	14,009	15,004		15,737	16,732			
Gowanda	13,070	14,070	14,670	14,520	15,120			
Grand Island	13,120	14,552	16,047	15,460	16,634		17,157	
Hamburg	13,247	13,877		14,756	15,386	16,016	16,142	
Hopevale	12,240			13,410				
Iroquois	12,802	13,402		14,450	15,050			
Kenmore	15,416	16,417	17,419	16,543	17,544			
Lake Shore	13,292	14,222	15,152	14,919	15,849	16,779	17,279	
Lancaster	13,422	14,029	14,637	14,815	15,422	16,030		
Maryvale	13,395			15,420	16,020			
Pioneer	12,564							
North Collins	13,250	13,992	14,734	14,867	15,609			
Sloan	13,950	14,550	15,150	15,050	15,650			
Sweet Home	14,061	14,571	15,081	16,263	16,773	17,283	18,083	
Tonawanda	13,470	14,070	14,670	14,765	15,365			
Williamsville	13,335	15,585	16,335	16,508	17,258	18,008	18,008	
Erie #1 BOCES	13,300	13,932	14,564	14,770	15,402	16,034		
Erie #2 BOCES	13,950	14,700	15,450					
NIAGARA COUNTY								
Barker	12,350	13,350	14,010	13,550	14,210			
Lewiston-Porter	12,345	13,035	13,800	13,800	14,490	14,835	15,150	
Lockport	13,321	14,791	16,521	+ 346	15,137	16,867		
Niagara Falls	13,830	14,644	15,457	+ 300		16,271	+ 500	
North Tonawanda	13,457	14,145	14,833	+ 350	14,495	15,183	+ 300	
Royalton-Hartland	12,673	13,341	14,010	13,102	13,770	14,439		
Wilson	12,095	13,200	13,830	13,500	14,130	14,760		
ORLEANS COUNTY								
Albion	12,150	12,900	13,650	12,550	13,300	14,050		
Lyndonville	12,250	13,015	13,750	+ 310				
Medina	13,125	13,800	14,475	14,200	14,875	15,550		

SECTION I-A: SALARY SCHEDULE 1975-76

TABLE 41: STEP 11

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
ALLEGANY COUNTY								
Andover	12,500	13,250	14,000	13,300	14,050			
Belfast	12,300	13,200	14,100	13,800	14,700			
Cuba	11,775	12,335	12,915	12,635	13,215			
Fillmore	12,000	12,450	12,900		13,350			
Rushford	12,150	12,600	13,050	12,750	13,200			
Scio	11,580	12,626	13,800	13,252	14,100			
Wellsville	12,675	13,215	13,755	12,925	13,465	14,005		
CATTARAUGUS COUNTY								
Cattaraugus BOCES	12,215	12,815	13,415	13,115	13,715			
Allegany	12,325	12,925	13,525	13,150	13,750	14,350		
Hinsdale	11,805	12,405	13,005	12,605				
Portville	11,700	12,300	12,900	12,620	13,100			
Randolph	12,340	12,990	13,640	13,290	13,940			
Salamanca	11,907	12,407	12,907	12,901	13,401	13,901		
West Valley	11,455	11,995		12,265	12,805			
CHAUTAUQUA COUNTY								
Chautauqua BOCES	14,115							Occupational Ed.
	12,625	13,270	13,915	13,470	14,115			Special Ed.
Bemus Point	12,750	13,350		13,450	13,950			
Brocton	12,642	13,192	13,742	13,392	13,942			
Chautauqua	12,973	13,550	14,150					
Clymer	12,560	13,322	14,085	13,450	14,213			
Dunkirk	13,460	14,060	14,560	14,360	14,860			
Forestville	12,077	12,627	13,177	12,852	13,402			
Fredonia	12,700	13,200	13,700	13,500	14,000	14,500	14,700	
Frewsburg	13,059	13,718	14,378	14,152	14,812	15,472		
Jamestown	14,075	14,575	15,175	14,875	15,375	15,875		
Mayville	12,000			+ 250				
Panama	12,520	13,245	13,790	13,610	14,335			
Ripley		13,942	14,523	14,058	14,638			
Sherman	11,630	12,070	12,510	12,180	12,510			
Silver Creek	12,919	13,669	14,419	13,869	14,419			
Southwestern	13,188	13,870	14,779	14,234	14,779	15,689		
Westfield	12,300	12,800	13,300					
ERIE COUNTY								
Akron	13,120	13,785	14,450	14,585	15,250			
Alden	14,180	14,930	15,380	15,791	16,553	17,343		
Amherst #13 Eggerts.	15,503	16,078	16,652	16,460	17,035	17,609	17,992	
Amherst #18 Snyder	15,503	16,078	16,652	16,460	17,035	17,609	17,992	
Amherst Central	15,503	16,078	16,652	16,460	17,035	17,609	17,992	
Cheektowaga #1	13,588	14,292	14,994	14,714	15,416		15,516	
Clarence	13,107	13,607	14,107	15,682	16,432	17,182		
Cleveland Hill	13,418	14,176		15,308	16,068	16,826	17,079	
East Aurora	13,140	13,680	14,220	14,330	14,870	15,410		
Eden	14,497	15,523		16,286	17,342			
Gowanda	13,969	14,569	15,169	15,019	15,619			
Grand Island	13,579	15,084	16,662	16,056	17,267		17,800	
Hamburg	13,731	14,361		15,298	15,928	16,558	16,684	
Hopevale	12,630			13,800				
Iroquois	13,362	13,962		15,050	15,650			
Kenmore	16,086	17,088	18,090	17,213	18,215			
Lake Shore	13,842	14,772	15,702	15,542	16,472	17,402	17,902	
Lancaster	13,757	14,364	14,972	15,415	16,022	16,630		
Maryvale	13,840			16,070	16,670			
Pioneer	13,015							
North Collins	13,727	14,469	15,211	15,423	16,165			
Sloan	14,575	15,175	15,775	15,675	16,275			

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
TABLE 41: STEP 11 (continued)								
ERIE COUNTY								
Sweet Home	14,597	15,107	15,617	17,009	17,519	18,029	18,829	
Tonawanda	14,030	14,630	15,230	15,385	15,985			
Williamsville	13,819	16,235	16,985	17,226	17,976	18,726	18,726	
Erie #1 BOCES	14,195	14,827	15,459	15,650	16,282	16,914		
Erie #2 BOCES	14,650	15,400	16,150					
NIAGARA COUNTY								
Barker	12,750	13,750	14,410	13,950	14,610			
Lewiston-Porter	12,680	13,370	14,185	14,185	14,875	15,220	15,535	
Lockport	13,840	15,310	17,040	+ 346	15,656	17,386		
Niagara Falls	14,329	15,142	15,956	+ 300		16,769	+ 500	
North Tonawanda	14,008	14,720	15,432	+ 350	15,070	15,782	+ 300	
Royalton-Hartland	13,070	13,738	14,407	13,499	14,167	14,836		
Wilson	12,475	13,630	14,260	13,930	14,560	15,190		
ORLEANS COUNTY								
Albion	12,800	13,550	14,300	13,200	13,950	14,700		
Lyndonville	12,500	13,430	14,200	+ 310				
Medina	13,625	14,300	14,975	14,700	15,375	16,050		
TABLE 42: STEP 12								
ALLEGANY COUNTY								
Andover	12,900	13,650	14,400	13,700	14,450			
Belfast	12,710	13,640	14,570	14,260	15,190			
Cuba	12,150	12,730	13,330	13,040	13,640			
Fillmore	12,400	12,850	13,300		13,750			
Rushford	12,550	13,005	13,455	13,155	13,605			
Scio	11,850	12,896	14,260	13,522	14,570			
Wellsville	13,098	13,638	14,178	13,348	13,888	14,428		
CATTARAUGUS COUNTY								
Cattaraugus BOCES	12,590	13,190	13,790	13,490	14,090			
Allegany	12,700	13,300	13,900	13,525	14,005	14,725		
Hinsdale	12,180	12,780	13,380	12,980				
Portville	12,050	12,650	13,250	12,970	13,450			
Randolph	12,665	13,315	13,965	13,615	14,265			
Salamanca	12,285	12,785	13,285	13,311	13,811	14,311		
West Valley	11,813	12,353		12,623	13,163			
CHAUTAUQUA COUNTY								
Chautauqua BOCES	14,460							Occupational Ed.
	12,970	13,615	14,260	13,815	14,460			Special Ed.
Bemus Point	13,100	13,70		13,800	14,300			
Brocton	13,003	13,553	14,103	13,753	14,303			
Chautauqua	13,347	13,924	14,524					
Clymer	12,942	13,704	14,467	13,831	14,593			
Dunkirk	13,870	14,470	14,970	14,770	15,270			
Forestville	12,417	12,967	13,517	13,192	13,742			
Fredonia	13,200	13,700	14,200	14,000	14,500	15,000	15,200	
Frewsburg	13,423	14,082	14,742	14,525	15,185	15,844		
Jamestown	14,575	15,075	15,675	15,375	15,875	16,375		
Mayville	12,400			+ 250				
Panama	12,885	13,610	14,155	13,970	14,700			
Ripley		14,348	14,929	14,465	15,045			
Sherman	11,990	12,430	12,870	12,540	12,870			
Silver Creek	13,275	14,025	14,775	14,225	14,975			
Southwestern	13,643	14,325	15,234	14,688	15,234	16,144		
Westfield	12,700	13,200	13,700					

DISTRICT	B	B+30	B+60	M	M+30	M-60	DOCTORATE	REMARKS
TABLE 42: STEP 12 (continued)								
ERIE COUNTY								
Akron	13,535	14,200	14,860	15,055	15,720			
Alden	14,653	15,428	15,893	16,338	17,127	17,902		
Amherst #13 Eggerts.	16,173	16,748	17,322	17,130	17,705	18,279	18,662	
Amherst #18 Snyder	16,173	16,748	17,322	17,130	17,705	18,279	18,662	
Amherst Central	16,173	16,748	17,322	17,130	17,705	18,279	18,662	
Cheektowaga #1	14,223	14,926	15,628	15,349	16,051		16,151	
Clarence	13,607	14,107	14,607	16,382	17,132	17,882		
Cleveland Hill	13,865	14,625		15,909	16,670	17,427	17,681	
Depew	16,300	17,080	71,860					
East Aurora	13,640	14,180	14,720	14,230	15,370	15,910		
Eden	14,986	16,042		15,335	17,953			
Gowanda	15,165	15,765	16,365	16,215	16,815			
Grand Island	14,038	15,616	17,277	16,653	17,900		18,442	
Hamburg	14,216	14,846		15,839	16,469	17,099	17,225	
Hopevale	13,020			14,190				
Iroquois	14,046	14,646		15,750	16,350			
Kenmore	16,756	17,758	18,759	17,883	18,885			
Lake Shore	14,361	15,291	16,221	16,166	17,096	18,026	18,526	
Lancaster	14,215	14,822	15,430	16,016	16,623	17,231		
Maryvale	14,310			16,770	17,370			
Pioneer	13,532							
North Collins	14,204	14,999	15,741	16,006	16,748			
Sloan	15,225	15,825	16,425	16,325	16,925			
Sweet Home	15,144	15,654	16,164	17,791	18,301	18,811	19,611	
Tonawanda	14,620	15,220	15,820	16,040	16,640			
Williamsville	14,310	16,893	17,643	17,954	18,704	19,454	19,454	
Erie #1 BOCES	14,710	15,342	15,974	16,250	16,882	17,514		
Erie #2 BOCES	15,350	16,100	16,850					
NIAGARA COUNTY								
Barker	13,100	14,150	14,810	14,350	15,010			
Lewiston-Porter	13,015	13,705	14,570	14,570	15,260	15,605	15,920	
Lockport	14,359	15,829	17,559	+ 346	16,175	17,905		
Niagara Falls	14,828	15,641	16,455	+ 300		17,268	+ 500	
North Tonawanda	14,560	15,296	16,032	+ 350	15,646	16,382	+ 300	
Royalton-Hartland	13,467	14,135	14,804	13,896	14,564	15,233		
Wilson	12,855	14,060	14,690	14,360	14,990	15,620		
ORLEANS COUNTY								
Albion	13,150	13,900	14,650	13,550	14,300	15,050		
Lyndonville	12,850	13,845	14,650	+ 310				
Medina	14,125	14,800	15,475	15,200	15,875	16,550		
TABLE 43: STEP 13								
ALLEGANY COUNTY								
Andover	13,300	14,050	14,800	14,100	14,850			
Cuba	12,525	13,125	13,745	13,430	14,065			
Fillmore	12,800	13,250	13,700		14,150			
Rushford	12,960	13,410	13,860	13,560	14,010			
Scio		13,166	14,530	13,792	15,040			
Wellsville		14,060	14,600		14,310	14,850		
CATTARAUGUS COUNTY								
Cattaraugus BOCES	12,965	13,565	14,165	13,865	14,465			
Allegany	13,075	13,675	14,275	13,900	14,500	15,100		
Hinsdale	12,550	13,150	13,750	13,350				
Portville	12,425	13,025	13,625	13,345	13,825			
Randolph	13,040	13,690	14,340	13,990	14,640			
Salamanca		13,163	13,663	13,721	14,221	14,721		

TABLE 43: STEP 13 (continued)

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
CHAUTAUQUA COUNTY								
Chautauqua BOCES	14,805							Occupational Ed.
	13,318	13,960	14,605	14,160	14,805			Special Ed.
Bemus Point	13,450	14,050		14,150	14,650			
Brocton	13,484	14,034	14,584	14,234	14,784			
Chautauqua	14,133	14,271	14,871					
Clymer	13,322	14,085	14,848	14,213	14,975			
Dunkirk	14,290	14,890	15,390	15,190	15,690			
Forestville	12,649	13,199	13,749	13,424	13,974			
Fredonia	13,700	14,200	14,700	14,500	15,000	15,500	15,700	
Frewsburg	13,842	14,510	15,170	14,944	15,604	16,263		
Jamestown	15,075	15,575	16,175	15,875	16,375	16,875		
Mayville	12,800			+ 250				
Panama	13,245	13,970	14,515	14,335	15,060			
Ripley		14,755	15,335	14,871	15,452			
Sherman	12,320	12,540	13,200	12,870	13,200			
Silver Creek	13,601	14,381	15,131	14,581	15,331			
Southwestern		14,779	15,689	15,143	15,689	16,596		
Westfield	13,200	13,700	14,200					
ERIE COUNTY								
Akron	13,950	14,615	15,275	15,525	16,190			
Alden	15,126	15,926	16,406	16,885	17,701	18,501		
Amherst #13 Eggerts.	16,843	17,417	17,992	17,800	18,374	18,949	19,331	
Amherst #18 Snyder	16,843	17,417	17,992	17,800	18,374	18,949	19,331	
Amherst Central	16,843	17,417	17,992	17,800	18,374	18,949	19,331	
Cheektowaga #1	14,657	15,560	16,262	15,982	16,685		16,785	
Clarence	14,107	14,607	15,107	17,082	17,832	18,582		
Cleveland Hill	14,360	15,119		16,574	17,333	18,092	18,345	
Depew				18,800	19,580	20,360	20,910	
East Aurora	14,140	14,680	15,220	15,330	15,870	16,410		
Eden	15,474	16,561		17,385	18,563			
Gowanda		16,314	16,914	16,764	17,364			
Grand Island	14,497	16,148	17,891	17,249	18,534		19,084	
Hamburg	14,700	15,330		16,380	17,010	17,640	17,766	
Hopevale	13,410			14,580				
Iroquois	14,835	15,435		16,500	17,100			
Kenmore	16,756	18,603	19,605	18,728	19,730			
Lake Shore	14,866	15,796	16,726	16,742	17,672	18,602	19,102	
Lancaster	14,700	15,307	15,915	16,617	17,224	17,832		
Maryvale	15,200			17,840	18,070			
Pioneer	14,124							
North Collins		15,529	16,271	16,589	17,331			
Sloan	15,475	16,075	16,675	16,575	17,175			
Sweet Home	15,709	16,219	16,729	18,602	19,112	19,622	20,422	
Tonawanda	15,365	15,965	16,565	16,850	17,450			
Williamsville	14,808	17,558	18,308	18,690	19,440	20,190	20,190	
Erie #1 BOCES	15,245	15,877	16,509	16,870	17,502	18,134		
Erie #2 BOCES	16,050	16,800	17,550					
NIAGARA COUNTY								
Barker	13,450	14,550	15,210	14,750	15,410			
Lockport	14,878	16,348	18,078	+ 346	16,694	18,424		
Niagara Falls	14,828	16,140	16,954	+ 300		17,767	+ 500	
North Tonawanda	15,111	15,870	16,629	+ 350	16,220	16,979	+ 300	
Royalton-Hartland	13,864	14,532	15,201	14,293	14,961	15,630		
Wilson	13,235	14,490	15,120	14,790	15,420	16,050		
ORLEANS COUNTY								
Albion	13,500	14,250	15,000	13,900	14,650	15,400		
Lyndonville	13,200	14,260	15,100	+ 310				
Medina	14,675	15,350	16,025	15,770	16,425	17,100		

SECTION I-A: SALARY SCHEDULE 1975-76

TABLE 44: STEP 14

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
ALLEGANY COUNTY								
Andover	13,700	14,450	15,200	14,500	15,250			
Cuba	12,905	13,565	14,145	13,915	14,595			
Fillmore	13,200	13,650	14,100		14,550			
Rushford	13,365	13,815	14,265	13,965	14,415			
Scio			14,800		15,510			
Wellsville			15,023			15,230		
CATTARAUGUS COUNTY								
Cattaraugus BOCES	13,340	13,940	14,540	14,240	14,840			
Allegany	13,450	14,050	14,650	14,275	14,875	15,475		
Hinsdale	12,920	13,520	14,120	13,720				
Portville	12,800	13,400	14,000	13,720	14,200			
Randolph	13,415	14,065	14,715	14,365	15,015			
Salamanca		13,541	14,041	14,131	14,631	15,131		
CHAUTAUQUA COUNTY								
Chautauqua BOCES	15,150							Occupational Ed.
	13,660	14,305	14,950	14,505	15,150			Special Ed.
Bemus Point	13,800	14,400		14,500	15,000			
Chautauqua		15,118	15,718					
Clymer	13,704	14,467	15,229	14,593	15,356			
Dunkirk	14,710	15,310	15,810	15,610	16,110			
Forestville	13,075	13,625	14,175	13,850	14,400			
Fredonia	14,200	14,700	15,200	15,000	15,500	16,000	16,200	
Frewsburg	14,278	14,938	15,597	15,372	16,031	16,691		
Jamestown	15,575	16,075	16,675	16,375	16,875	17,375		
Mayville	13,200			+ 250				
Panama	13,630	14,355	14,900	14,720	15,445			
Ripley		15,232	15,811	15,347	15,928			
Sherman	12,650	12,870	13,530	13,200	13,530			
Silver Creek	13,627	14,737	15,487	14,937	15,687			
Southwestern			16,144	15,598	16,144	17,053		
Westfield	*13,800	14,300	14,800					*This step designated 14a
ERIE COUNTY								
Akron	14,365	15,030	15,690	15,995	16,660			
Alden	15,599	16,424	16,919	17,432	18,275	19,100		
Amherst #13 Eggerts.	16,843	17,417	18,662	18,470	19,045	19,619	20,001	
Amherst #18 Snyder	16,843	17,417	18,662	18,470	19,045	19,619	20,001	
Amherst Central	16,843	17,417	18,662	18,470	19,045	19,619	20,001	
Cheektowaga #1		16,194	16,896	16,617	17,319		17,419	
Clarence	14,607	15,107	15,607	17,782	18,532	19,282		
Cleveland Hill	14,866	15,624		17,270	18,028	18,789	19,040	
East Aurora	14,715	15,255	15,795	15,905	16,445	16,985		
Gowanda			17,462		17,912			
Grand Island	14,955	16,680	18,506	17,845	19,167		19,726	
Hamburg	15,537	16,167	16,797	17,315	17,945	18,575	18,701	
Hopevale	13,800			14,970				
Iroquois	15,414	16,014		17,100	17,700			
Kenmore	16,756	18,603	19,605	18,728	19,730			
Lake Shore	15,359	16,289	17,219	17,313	18,243	19,173	19,673	
Lancaster	15,558	16,165	16,773	17,880	18,467	19,095		
Maryvale					18,470			
Pioneer	14,721							
North Collins		16,059	16,801	17,172	17,914			
Sweet Home	16,286	16,796	17,306	19,547	20,057	20,567	21,367	
Tonawanda	15,925	16,525	17,125	17,650	18,060			
Williamsville	15,311	18,227	18,977	19,435	20,185	20,935	20,935	
Erie #1 BOCES		16,517	17,149	17,510	18,142	18,774		
Erie #2 BOCES	16,800	17,550	18,300					

SECTION I-A: SALARY SCHEDULE 1975-76

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
				TABLE 44: STEP 14 (continued)				
NIAGARA COUNTY								
Barker	13,800	14,950	15,610	15,150	15,810			
Lockport	15,397	16,867	18,597	+ 346	17,213	18,943		
Niagara Falls	14,828	16,140	17,453	+ 300		18,266	+ 500	
North Tonawanda	15,663	16,446	17,229	+ 350	16,796	17,579	+ 300	
Royalton-Hartland	14,261	14,929	15,598	14,690	15,358	16,027		
Wilson			15,550	15,220	15,850	16,480		
ORLEANS COUNTY								
Albion	13,850	14,600	15,350	14,250	15,000	15,750		
Medina	15,225	15,900	16,575	16,300	16,975	17,650		
				TABLE 45: STEP 15				
ALLEGANY COUNTY								
Andover	14,100	14,850	15,600	14,900	15,650			
Fillmore	13,600	14,050	14,500		14,950			
Richburg	12,500	13,850	14,820	14,520	15,020			
Rushford	13,770	14,220	14,670	14,370	14,820			
CATTARAUGUS COUNTY								
Cattaraugus BOCES	13,715	14,315	14,915	14,615	15,215			
Allegany	13,825	14,425	15,025	14,650	15,250	15,850		
Hinsdale	13,310	13,910	14,510	14,110				
Portville	13,175	13,775	14,375	14,095	14,575			
Randolph	13,790	14,440	15,090	14,740	15,390			
Salamanca		13,919	14,419	14,541	15,041	15,541		
CHAUTAUQUA COUNTY								
Chautauqua BOCES	15,495							Occupational Ed.
		14,650	15,295	14,850	15,495			Special Ed.
Bemus Point	14,150	14,750		14,850	15,350			
Clymer	14,085	14,848	15,610	14,975	15,738			
Fredonia	14,700	15,200	15,700	15,500	16,000	16,500	16,700	
Jamestown	16,075	16,575	17,175	16,875	17,375	17,875		
Mayville	13,600			+ 250				
Sherman	13,000	13,220	13,880	13,550	13,880			
Silver Creek	13,653	15,093	15,843	15,293	16,043			
Southwestern					16,962	17,508		
Westfield	*14,400	14,900	15,400					*This step designated 148
ERIE COUNTY								
Akron	14,780	15,440	16,105	16,465	17,130			
Amherst #13 Eggerts.	16,843	17,417	18,662	18,470	19,045	20,288	20,671	
Amherst #18 Snyder	16,843	17,417	18,662	18,470	19,045	20,288	20,671	
Amherst Central	16,843	17,417	18,662	18,470	19,045	20,288	20,671	
Clarence	15,292	15,792	16,292	18,802	19,552	20,302		
Depew	16,800	17,580	18,360					
East Aurora	16,065	16,605	17,145	17,255	17,795	18,335		
Hamburg	15,537	16,167	16,797	17,315	17,945	18,575	18,701	
Iroquois				17,500	18,100			
Kenmore	16,756	18,603	19,605	18,728	19,730			
Lake Shore	15,898	16,828	17,758	17,951	18,881	19,811	20,311	
Maryvale					18,770			
Pioneer	15,303							
Sweet Home	16,733	17,243	17,753	20,004	20,514	21,024	21,824	
Tonawanda	16,440	17,040	17,640	18,020	18,620			

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
				TABLE 45: STEP 15 (continued)				
NIAGARA COUNTY								
Barker	15,110	15,450	16,110	15,650	16,310			
Lewiston-Porter	13,350	14,040	14,955	14,955	15,645	15,990	16,305	
Niagara Falls	15,463	16,775	18,008	+ 300		18,901	+ 500	
North Tonawanda	16,214	17,021	17,828	+ 350	17,371	18,178	+ 300	
Royalton-Hartland	14,758	15,426	16,095	15,187	15,855	16,524		
ORLEANS COUNTY								
Albion	14,200	14,950	15,700	14,600	15,350	16,100		
Lyndonville	13,600	14,685	15,575	+ 310				
Medina	15,775	16,450	17,125	16,850	17,525	18,200		
				TABLE 46: TOP (Excludes Longevity Increments)				
ALLEGANY COUNTY								
Andover	15,300	16,050	16,800	16,100	16,850			
Belfast	12,710	13,640	14,570	14,260	15,190			
Cuba	13,385	13,965	14,675	14,325	15,025			
Fillmore	14,600	15,050	15,500		15,950			
Rushford	14,175	14,625	15,075	14,775	15,225			
Scio	11,850	13,166	14,800	13,792	15,510			
CATTARAUGUS COUNTY								
Cattaraugus BOCES	13,715	14,315	14,915	14,615	15,215			
Allegany	14,750	15,350	15,950	15,575	16,175	16,775		
Hinsdale	14,105	14,705	15,305	14,905				
Portville	13,175	13,775	14,375	14,095	14,575			
Randolph	13,790	14,440	15,090	14,740	15,390			
Salamanca		14,297	14,797	14,951	15,451	15,951		
West Valley	11,813	12,353		12,623	13,163			
CHAUTAUQUA COUNTY								
Chautauqua BOCES	16,185							Occupational Ed.
	13,660	14,650	15,985	15,195	16,185			Special Ed.
Bemus Point	14,500	15,100		15,200	16,050			
Chautauqua	14,480	15,470	16,702					
Clymer	14,975	15,738	16,500	15,864	16,627			
Forestville	13,075	13,625	14,175	13,850	14,400			
Fredonia			16,450	16,250	16,750	17,250	17,450	
Frewsburg	14,278	15,776	16,435	16,218	16,878	17,538		
Mayville	14,000			+ 250				
Panama	13,630	14,355	14,900	14,720	15,445			
Sherman	13,660	13,880	15,290	14,570	15,290			
Silver Creek	14,506	16,376	17,176	16,576	17,376			
Southwestern	15,007	16,144	17,508	16,962	17,508	18,872		
Westfield	14,400	14,900	15,400					
ERIE COUNTY								
Akron	14,780	15,440	16,105	16,465	17,130			
Amherst #13 Eggerts.	16,843	17,417	18,662	18,470	19,045	20,288	20,671	
Amherst #18 Snyder	16,843	17,417	18,662	18,470	19,045	20,288	20,671	
Amherst Central	16,843	17,417	18,662	18,470	19,045	20,288	20,671	
Cheektowaga #1	14,857	16,194	16,896	16,617	17,319		17,419	
Clarence	15,292	15,792	16,292	18,802	19,552	20,302		
Cleveland Hill	14,866	15,624		17,270	18,028	18,789	19,040	
Depew	17,700	18,480	19,260	20,000	20,780	21,560	22,110	
Gowanda	15,165	16,314	17,462	16,764	17,912			
Hamburg	15,537	16,167	16,797	17,315	17,945	18,575	18,701	
Hopevale	14,970			16,140				
Iroquois				17,800	18,400			

TABLE 46: TOP (Excludes Longevity Increments) (continued)

DISTRICT	B	B+30	B+60	M	M+30	M+60	DOCTORATE	REMARKS
ERIE COUNTY								
Kenmore	16,756	18,603	19,605	18,728	19,730			
Lake Shore	15,898	16,828	17,758	17,951	19,417	20,347	20,847	
Lancaster	15,558	16,165	16,773	17,880	18,487	19,095		
Maryvale					19,810			
Pioneer	17,822							
North Collins	14,204	16,059	16,801	17,172	17,914			
Sloan	15,475	16,075	16,675	16,575	17,175			
Sweet Home	16,733	17,743	17,753	20,004	20,514	21,024	21,824	
Tonawanda	17,715	18,315	18,915	19,295	19,895			
Williamsville	15,311	18,227	18,977	19,435	20,185	20,935	20,935	
Erie #1 BOCES	15,245	16,517	17,149	17,510	18,142	18,774		
NIAGARA COUNTY								
Barker	15,110	15,450	16,510	15,650	16,710			
Lockport	15,397	16,867	18,597	+ 346	17,213	18,943		
North Tonawanda	18,034	18,841	19,648	+ 350	19,191	19,998	+ 300	Top Step Is 32
Royalton-Hartland	15,552	16,220	16,889	15,981	16,649	17,318		
Wilson	13,235	14,490	15,550	15,220	15,850	16,480		
ORLEANS COUNTY								
Albion	17,500	18,250	19,000	19,400	20,150	20,900		
Lyndonville	14,500	15,610	16,550	+ 310				
Medina	16,875	17,550	18,225	17,950	18,625	19,300		

SECTION I-A: SALARY SCHEDULE 1975-76

DISTRICT	LONGEVITY YEAR EARNED	LONGEVITY AMOUNT	REMARKS	TEACHERS MEAN SALARY
		TABLE 47 & 48		
ALLEGANY COUNTY				
Andover				12,900
Belfast	12;22	75 per year		11,516
Cuba	21	50 per year, up to $500		11,918
Fillmore				12,343
Rushford				10,718
Scio	15;20;25	225		11,947
Wellsville	20;25	300		13,416
CATTARAUGUS COUNTY				
Cattaraugus BOCES				10,515
Allegany				12,917
Portville	17;21	400		13,150
Randolph	20	425		13,195
	25	500		
Salamanca	17	300		12,768
	22	600		
	26	900		
West Valley				10,550
CHAUTAUQUA COUNTY				
Chautauqua BOCES	20;25	400		12,176
Bemus Point				13,821
Brocton	20	482		12,335
	25	480		
Chautauqua				12,370
Clymer				12,621
Dunkirk	21	490		13,445
	26	400		
Forestville	20	100		11,760
	21	150		
	22	200		
Fredonia	21	300		13,754
Frewsburg	17	474		13,143
	20	364-373		
Jamestown				13,931
Mayville				12,091
Panama	17	365		12,412
	20	635		
	23	450		
Ripley				11,650
Sherman				11,423
Silver Creek				13,461
Southwestern	20;25;30	455		13,673
Westfield	20	400		14,527
	25	200		
ERIE COUNTY				
Akron	15	500		14,010
	20	900		
	25	1,200		
	30	1,400		
	35	1,600		
Alden	16;21;26;31;36;41	325		14,904
Amherst #13 Eggerts.	2	479		
	3	478		
	4	574		
	5	575		
	6	574		
	7;8;9;11;12;13	670		
	10	669		
	20;25;30	300		

TABLE 47 & 48 (continued)

DISTRICT	LONGEVITY YEAR EARNED	LONGEVITY AMOUNT	REMARKS	TEACHERS MEAN SALARY
ERIE COUNTY				
Amherst #18 Snyder	2	479		15,976
	3	478		
	4	574		
	5	575		
	6	574		
	7;8;9;11;12;13	670		
	10	669		
	20;25;30	300		
Amherst Central	2	479		16,695
	3	478		
	4	574		
	5	575		
	6	574		
	7;8;9;11;12;13	670		
	10	669		
	20;25;30	300		
Cheektowaga #1	20	529		13,100
	25	423		
Clarence	18	**700	** BA	15,715
		*360	* MA	
	23	**300	** BA	
		*400	* MA	
	28	**600	** BA	
		*400	* MA	
Cleveland Hill	19;24;29	405		15,480
Depew				15,458
East Aurora				14,038
Eden				15,952
Gowanda	15;22	300		14,114
Grand Island	15;20;25	650		13,959
Hamburg	19;24;29	**525	** BA	13,720
		*583	* MA	
Hopevale	17	1,170		12,070
Iroquois				14,550
Kenmore	16	500		16,772
	21;26;31	400		
Lake Shore	23	390		14,306
	18;28;33	391		
Lancaster	17	491		14,774
	21;25	347		
Maryvale	15;20;25	400		14,880
Pioneer	16;21;26	500		12,553
North Collins	17;21;25	400		14,136
Sloan	16	725		15,337
	19	625		
	22	1,150		
Sweet Home	17	**585	** BA	17,315
	22	**606	** BA	
	17	*700	* MA	
	22	*725	* MA	
Tonawanda	16	325		14,478
	21	425		
	26	525		
Williamsville	17;21			15,832
Erie #1 BOCES	17;22	700		12,953
Erie #2 BOCES	17;20;25,30	275		13,946
NIAGARA COUNTY				
Barker	20;23;26;30	400		12,662
Lewiston-Porter				13,276
Lockport				14,005
Niagara Falls	20;25;30	635		15,722
North Tonawanda	16;21;26;31	300		16,080
Royalton-Hartland	20	397		13,689
	21;25	497		
Wilson	16;20;24	400		12,512

SECTION I-A: SALARY SCHEDULE 1975-76

DISTRICT	LONGEVITY YEAR EARNED	LONGEVITY AMOUNT	REMARKS	TEACHERS MEAN SALARY

TABLE 47 & 48 (continued)

ORLEANS COUNTY

Albion				12,685
Lyndonville				12,585
Medina				13,478

SECTION I-B: SPECIAL TEACHERS' SALARY INFORMATION

TABLE 49: SUMMER SCHOOL TEACHER

DISTRICT	PER HOUR	PER CLASS PERIOD	PER DAY	PER WEEK	REMARKS
ALLEGANY COUNTY					
Wellsville	8				
CATTARAUGUS COUNTY					
Portville	6				
West Valley	6				Driver Education
CHAUTAUQUA COUNTY					
Dunkirk	10-15				C
Jamestown	8				C
Mayville	7				
Ripley			75.68		30 Days
Silver Creek			40-57		Driver Education - C
Westfield	5.50				C
ERIE COUNTY					
Akron			50		Driver Education - 4 Instructors - C
Clarence			52.50-75.00*		*6.5 Hr. Instruction Day with Annual Increments of 2.50/Day 10 Step Schedule Negotiated with a Separate Unit
East Aurora	7.75				C
Grand Island					$370 - 6 weeks
Hopevale				500	Entire Summer Session
Kenmore			47.43		Elementary, Jr. H.S.) 10% of Salary
			49.03		Senior High School) to Maximum
Maryvale					$1100 - 1300 B - C $1200 - 1400 B+30 - C $1300 - 1500 B+60 - C
Pioneer					$1000 - 1200 - 6 weeks - C
Sloan			35-49		
Sweet Home				*	*Maximum $1300 for 33 days of 3 Hr. Sessions
Tonawanda		13-17 21.50-27.00			Secondary) Elementary) 5 Steps
NIAGARA COUNTY					
Niagara Falls	7.95				First Year
	8.25				Second Year
	8.55				Third Year
North Tonawanda		28.23	Elementary - Minimum 20.33;		Maximum 28.23 - C
		21.19	Secondary - Minimum 15.27;		Maximum 21.19 - C
ORLEANS COUNTY					
Albion	*				1/2 at 1/200 of Annual Salary for each 3 hours of Instruction

TABLE 50: ADULT EDUCATION TEACHER

ALLEGANY COUNTY					
Fillmore	5				
Wellsville	8				
CATTARAUGUS COUNTY					
Cattaraugus BOCES	7.25				
Allegany	4.50				243.10 per year
Randolph	7.25				C
	6.25				N

SECTION I-B: SPECIAL TEACHERS' SALARY INFORMATION

TABLE 50: ADULT EDUCATION TEACHER (continued)

DISTRICT	PER HOUR	PER CLASS PERIOD	PER DAY	PER WEEK	REMARKS
CATTARAUGUS COUNTY					
Salamanca	6				C & NC
CHAUTAUQUA COUNTY					
Chautauqua BOCES	9				C
Brocton	7				
Dunkirk	6				C or NC
Fredonia	6				C or NC
Jamestown	8				C & NC
Panama	7				C
Ripley	6				Driver Education Only
Silver Creek	5.50				C
Westfield	5.50				C & NC
ERIE COUNTY					
Akron	6				C
Cheektowaga #1	5-6				Adult Education Certified
	5.50-6.50				New York State Teaching Certified
Depew	6				NC
East Aurora	6				C & NC
	6.50				C & NC
	7				C & NC
Gowanda	5.75				C or NC
Grand Island	5				
	5.50				
	6.00				
Hamburg	5.75 - 1st year				Adult Education Certified
	6.00 - 2nd year				Adult Education Certified
	6.25 - 3rd year				Adult Education Certified
	6.50 - 4th year				Adult Education Certified
	6.50 - 1st year				Regular Certified Teachers
	6.75 - 2nd year				Regular Certified Teachers
	7.00 - 3rd year				Regular Certified Teachers
	7.50 - 4th year				Regular Certified Teachers
Iroquois	7				
Kenmore	6.66				
	7.64				
	8.69				
Lake Shore	5.00 - 1st year				
	6.00 - 2nd year				
	7.00 - 3rd year				
Lancaster	7.50				
Maryvale	6.50				C
	7				C
	7.50				C
	8.00				C
Pioneer	5 1st year				C or NC
	6.25 2nd year				C or NC
	6.50 - 3rd year				C or NC
Sloan	7.50 - 8.00				Regular Day School Certification
	6.50 - 7.00				Adult Education Certification
Sweet Home	7				
Tonawanda	7				
Williamsville	5.50				C
Erie #1 BOCES	9				
Erie #2 BOCES	8				
NIAGARA COUNTY					
Barker	6-7				
Lewiston-Porter	5.50				6.00 hr. after 1 year
Lockport	6				
Niagara Falls	7.95 - 1st year				
	8.25 - 2nd year				
	8.55 - 3rd year				
North Tonawanda	6.47				NC

TABLE 50: ADULT EDUCATION TEACHER (continued)

DISTRICT	PER HOUR	PER CLASS PERIOD	PER DAY	PER WEEK	REMARKS
ORLEANS COUNTY					
Albion	8				

TABLE 51: SUBSTITUTE TEACHER

ALLEGANY COUNTY				
Cuba			26	NC
			33.50	B
			36.17	M
Fillmore			40	
Richburg			28-32	Salary depends on Certification
Rushford			36.50	
Scio			34.50	
Wellsville			26	NC
			36	C
CATTARAUGUS COUNTY				
Cattaraugus BOCES			38.94-42.82	
Allegany			32	NC
			38	C
Little Valley			25	NC
			30	C
Portville			30-39	NC & C
Randolph			30	C
Salamanca			30.00-34.50	NC & C
West Valley			37.25	
CHAUTAUQUA COUNTY				
Chautauqua BOCES			22.50 - 42.00	NC & C
Bemus Point			26-30	NC
			30-34	C
Brocton			26	Less than BA
			30	BA
Chautauqua			30	
Clymer			35	NC & C
Dunkirk			30	$36 after 10th consecutive day
Forestville			31	
Fredonia			30-34	C
Jamestown			37.63-44.81	C
Mayville			26	NC
			30	C
Panama			42.50	C
Ripley			30	C
			26	NC
Sherman			30-35	C
Silver Creek			26-30	NC
			30-34	C
Westfield			26	NC
			30	C
ERIE COUNTY				
Akron			30	Work 6.5 hrs. - Instructor - C
			34	Work 7.5 hrs. - 2 Instructors - C
Alden			25	
Amherst #18 Snyder			30-35	C
Cheektowaga #1			20-25	
Clarence			30	
Cleveland Hill			25	
Depew			25	C
East Aurora			30*	*Except for those who served 600 or more days prior to 9/1/75--rate $36
Eden			25	Less than 1 year experience
			30	1 or more years experience

SECTION I-B: SPECIAL TEACHERS' SALARY INFORMATION

TABLE 51: SUBSTITUTE TEACHER (continued)

DISTRICT	PER HOUR	PER CLASS PERIOD	PER DAY	PER WEEK	REMARKS
ERIE COUNTY					
Gowanda			33		C or NC
					38 per day for extended periods
Grand Island			28		
Hamburg			26		NC - No Degree
			36		C - BA
			40		C - MA
Hopevale			25		NC
			30		C
Iroquois			30		
Kenmore			30		
Lake Shore			26		NC
			31		C
Lancaster			28		
Maryvale			25		C
Pioneer			30		C
North Collins			30		1-200 days prior service
			36		Over 200 days prior service
Sloan			25		
Sweet Home			25		
Tonawanda			30		
Williamsville			30		C
Erie #1 BOCES			29		
Erie #2 BOCES			32		NC
			36		C
NIAGARA COUNTY					
Barker			30-32		
Lewiston-Porter			30-40		
Lockport			30		
Niagara Falls			27		NC
			32		C
North Tonawanda			30		C
Royalton-Hartland			26		C & NC
Wilson			*Based on $5400 starting salary		*W/B W/M 27 29.75 28.25 32.00 - 200 days) 29.50 32.25 - 400 days) District 30.75 33.50 - 600 days) Experience 32.00 34.75 - 800 days)
ORLEANS COUNTY					
Albion			30		
Lyndonville			27		NC
			30		C
Medina			27		NC
			30		C

TABLE 52: CURRICULUM DEVELOPMENT WORK

DISTRICT	PER HOUR	PER CLASS PERIOD	PER DAY	PER WEEK	REMARKS
CATTARAUGUS COUNTY					
West Valley	5				
CHAUTAUQUA COUNTY					
Dunkirk	6				
Jamestown	8*				*Paid only during summer - C
ERIE COUNTY					
Cheektowaga #1	6				
Clarence			50		
Cleveland Hill	7.25				

SECTION I-B: SPECIAL TEACHERS' SALARY INFORMATION

TABLE 52: CURRICULUM DEVELOPMENT WORK (continued)

DISTRICT	PER HOUR	PER CLASS PERIOD	PER DAY	PER WEEK	REMARKS
ERIE COUNTY					
East Aurora	7.75				
Iroquois	X				Prevailing BOCES Rate
Lake Shore	7.25				
Maryvale	5				C
Sweet Home				*	Per Task Stipend
Tonawanda	6.50				
Erie #1 BOCES			50		
NIAGARA COUNTY					
Niagara Falls	7.95 - 1st year 8.25 - 2nd year 8.55 - 3rd year				
North Tonawanda	5.93				C
Royalton-Hartland				150	Summer Months

SECTION II: NUMBER AND PERCENT OF FULL-TIME TEACHERS IN VARIOUS SALARY SCHEDULE STEPS

TABLE 53: ANALYSIS OF TEACHERS' SALARY SCHEDULE BY STEPS

DISTRICT	STEPS 1-3 NO.	%	STEPS 4-7 NO.	%	STEPS 8-11 NO.	%	STEPS 12-14 NO.	%	LONGEVITY STEP 15 AND ABOVE NO.	%	TOTAL NO.
ALLEGANY COUNTY											
Andover	11	32	4	12	4	12	4	12	11	32	34
Belfast	9	30	8	27	5	20	3	13	2	10	27
Cuba	11	19.3	17	30	9	15.7	3	5.2	17	29.8	57
Fillmore	6	12	12	23	8	16	6	12	19	37	51
Rushford	7	23.3	11	36.7	5	16.7	1	3.3	6	20.0	30
Scio	6	18	8	23	6	18	2	6	12	35	34
Wellsville	19	16	18	15	13	11	72	58	0	0	122
CATTARAUGUS COUNTY											
Cattaraugus BOCES	25	25	34	34	17	17	9	9	15	15	100
Allegany	13	15	16	19	18	23	7	8	29	35	83
Hinsdale	6	14	12	28	5	12	7	16	13	30	43
Little Valley	6	20	9.5	30	9	28	3	10	4	12	31.5
Portville	7	8.0	25	28.7	14	16	17	19.5	24	27.5	87
Randolph	17	22	8	10	14	18	4	5	35	45	78
Salamanca	13	10.9	20	16.8	20	16.8	31	26	35	29.5	119
West Valley	5	16	14	45	4	13	4	13	4	13	31
CHAUTAUQUA COUNTY											
Chautauqua BOCES	18	21.4	29	34.5	17	20.3	10	11.9	10	11.9	84
Bemus Point	7	10	11	15	8	11	5	7	42	57	73
Brocton	13	22	13	22	13	22	4	7	16	27	59
Chautauqua	5	16	14	42	4	12	4	12	6	18	33
Clymer	8	17.8	15	33.3	4	8.9	12	26.7	6	13.3	45
Dunkirk	26	14	39	21	49	27	52	29	16	9	182
Forestville	11	18.9	15	25.8	11	18.9	17	29.3	4	6.8	58
Fredonia	14.5	11.7	21	16.9	28	22.6	21	16.9	39.5	31.9	124
Frewsburg	9	12	24	31	15	20	7	9	21	28	76
Jamestown	38	9	80	20	100	25	169	42	18	4	408
Mayville	12	24	14	28	3	6	6	12	15	30	50
Panama	9	18	13	26	9	18	15	30	4	8	50
Ripley	16	38.1	10	23.8	7	16.7	2	4.8	7	16.7	42
Sherman	10	25	8	20	8	20	2	5	12	30	40
Silver Creek	11	13	25	28	19	22	10	11	23	26	88
Southwestern	17	11.81	29	20.14	27	18.75	43	29.86	28	19.44	144
Westfield	8	10	16	21	19	24	24	31	11	14	78
ERIE COUNTY											
Akron	17	17	32	33	10	10	11	11	29	29	99
Alden	18	11	28	18	45	29	64	42	0	0	155
Amherst #18 Snyder	7	11	15	23	6	9	8	12	30	45	66
Amherst Central	13	8	23	15	25	16	46	30	48	31	155
Cheektowaga #1	23	13	61	35	34	19	14	8	44	25	176
Clarence	32.4	13	32.5	13	43.0	18	25.7	11	107.4	45	241
Cleveland Hill	15	11	25	19	17	12	9	7	68	51	134
Depew	44	19	104	45	37	16	19	8	28	12	232
East Aurora	19.3	12	36.6	22	36.8	23	11	7	58	36	161.7
Eden	8.1	6	30	21	32	22	13	9	59	42	142.1
Gowanda	14	12	28	23	27	23	20	17	30	25	119
Grand Island	39	17	66	28	46	19	21	9	65	27	237
Hamburg	50	15	112	34	72	22	37	11	59	18	330
Hopevale	3	33	5	56	0	0	0	0	1	11	9
Iroquois	28	12	35	15	50	24	45	22	56	27	214
Kenmore	53.6	6	190	20	212.5	23	101	11	367	40	924.1
Lake Shore	44.2	19	56.5	24	48.6	21	26	11	57	25	232.3
Lancaster	28	9	81	25	90	27	47	14	81	25	327
Maryvale	22	7	91	28	69	21	89	28	52	16	323
Pioneer	58	28	35	17	56	27	20	10	36	18	205
North Collins	7.5	11	25	36	15	22	14	20	8	11	69.5
Sloan	17	13	47	38	21	17	21	17	19	15	125
Sweet Home	30.4	7	98	23	99	24	55	13	137	33	419.4
Tonawanda	25	10	74	30	51	20	31	12	69	28	250
Williamsville	74	12	143	24	133	22	84	14	173	28	607

SECTION II: NUMBER AND PERCENT OF FULL-TIME TEACHERS IN VARIOUS SALARY SCHEDULE STEPS

TABLE 53: ANALYSIS OF TEACHERS' SALARY SCHEDULE BY STEPS (continued)

DISTRICT	STEPS 1-3 NO.	%	STEPS 4-7 NO.	%	STEPS 8-11 NO.	%	STEPS 12-14 NO.	%	LONGEVITY STEP 15 AND ABOVE NO.	%	TOTAL NO.
ERIE COUNTY											
Erie #1 BOCES	91.0	26	115.9	33	79.8	23	39.9	12	20	6	346.6
Erie #2 BOCES	14	15	30	31	20	21	32	33			96
NIAGARA COUNTY											
Barker	15	18	30	36	13	16	9.5	12	15	18	82.5
Lewiston-Porter	29	13	63	28	69	31	37	16	28	12	226
Lockport	64.5	17	103.3	27	79	20	138.4	36			385.2
Niagara Falls	76	8	183	20	178	19	115	12	380	41	932
North Tonawanda	6	2	61	15	76	19	52	13	202	51	397
Royalton-Hartland	30	22	21	15	24	18	14	10	47	35	136
Wilson	16	14	36	30	27	23	16	14	23	19	118
ORLEANS COUNTY											
Albion	34	20	45	26	30	18	18	10	44	26	171
Lyndonville	11	18	15	25	10	16	7	11	18	30	61
Medina	21	13	53	33	29	18	15	9	42	26	160

SECTION III: COMPARISON OF TEACHERS' SALARY SCHEDULE BY DEGREE

TABLE 54: ANALYSIS OF TEACHERS' SALARY SCHEDULE BY DEGREE

DISTRICT	BACHELOR'S MIN.	BACHELOR'S MAX.	B+30 MIN.	B+30 MAX.	B+60 MIN.	B+60 MAX.	MASTERS MIN.	MASTERS MAX.
ALLEGANY COUNTY								
Andover	8,200	15,300	9,250	16,050	10,000	16,800	9,300	16,100
Belfast	8,200	12,710	8,800	13,640	9,400	14,570	9,200	14,260
Cuba	8,050	13,385	8,410	13,965	8,790	14,675	8,610	14,325
Fillmore	8,000	14,600	8,450	15,050	8,900	15,500		
Richburg	7,600	12,500	8,200	13,850	8,800	14,820	8,500	14,520
Rushford	8,100	14,175	8,550	14,625	9,000	15,075	8,700	14,775
Scio	8,300	11,850	8,750	13,166	9,200	14,800	8,950	13,792
Wellsville	8,450	13,098	8,990	14,060	9,530	15,023	8,700	13,348
CATTARAUGUS COUNTY								
Cattaraugus BOCES	8,565	13,715	9,165	14,315	9,765	14,915	9,465	14,615
Allegany	8,625	14,750	9,225	15,350	9,825	15,950	9,450	15,575
Hinsdale	8,405	14,105	9,005	14,705	9,605	15,305	9,205	14,905
Portville	8,550	13,175	9,150	13,775	9,750	14,375	9,470	14,09[illegible]
Randolph	8,050	13,790	8,650	14,440	9,250	15,090	8,950	14,740
Salamanca	8,400	12,285	8,900	14,297	9,400	14,797	9,100	14,951
West Valley	8,500	11,813	9,040	12,353			9,310	12,623
CHAUTAUQUA COUNTY								
Chautauqua BOCES	8,750	13,660	9,425	14,650	10,040	15,985	9,625	15,195
Bemus Point	8,700	14,500	9,300	15,100			9,400	15,200
Brocton	8,700	13,484	9,250	14,034	9,800	14,584	9,450	14,234
Chautauqua	8,870	14,480	9,365	15,470	9,965	16,702		
Clymer	8,398	14,975	9,146	15,738	9,897	16,500	9,271	15,864
Dunkirk	8,350	14,710	8,950	15,310	9,450	15,810	9,250	15,610
Forestville	7,400	13,075	7,950	13,625	8,460	14,175	8,175	13,850
Fredonia	8,600	14,700	9,100	15,200	9,600	16,450	9,400	16,250
Frewsburg	8,540	14,278	9,140	15,776	9,740	16,435	9,540	16,218
Jamestown	8,775	16,075	9,275	16,575	9,875	17,175	9,575	16,875
Mayville	8,800	14,000						
Panama	8,500	13,630	9,200	14,355	9,750	14,900	9,980	14,720
Ripley	9,055	12,047	9,751	15,232	10,332	15,811	9,868	15,347
Sherman	8,250	13,660	8,690	13,880	9,130	15,290	8,800	14,570
Silver Creek	9,553	14,506	10,303	16,376	11,053	17,176	10,503	16,576
Southwestern	9,095	15,007	9,777	16,144	10,687	17,508	10,141	16,962
Westfield	8,500	14,400	9,000	14,900	9,500	15,400		
ERIE COUNTY								
Akron	9,200	14,780	9,800	15,440	10,400	16,105	10,200	16,465
Alden	9,450	15,599	9,950	16,424	10,250	16,919	10,425	17,432
Amherst #13 Eggerts.	9,570	16,843	10,144	17,417	10,718	18,662	10,527	18,470
Amherst #18 Snyder	9,570	16,843	10,144	17,417	10,718	18,662	10,527	18,470
Amherst Central	9,570	16,843	10,144	17,417	10,718	18,662	10,527	18,470
Cheektowaga #1	9,360	14,857	10,064	16,194	10,766	16,896	10,486	16,617
Clarence		15,292		15,792		16,292		18,802
Cleveland Hill	9,616	14,866	10,376	15,624			10,754	17,270
Depew	9,600	17,700	10,380	18,480	11,160	19,260	10,700	20,000
East Aurora	9,165	16,065	9,705	16,605	10,245	17,145	10,355	17,255
Eden	10,011	15,474	10,853	16,561			11,433	17,385
Gowanda	8,900	15,165	9,500	16,314	10,100	17,462	9,950	16,764
Grand Island	9,175	14,955	10,093	16,680	11,010	18,506	10,551	17,845
Hamburg	9,373	15,537	10,003	16,167		16,797	10,625	17,315
Hopevale	8,730	14,970	9,210	15,450	9,690	15,930	9,900	16,140
Iroquois	9,300	15,414	9,900	16,014			10,400	17,800
Kenmore	9,893	16,756	10,895	18,503	11,897	19,605	11,021	18,728
Lake Shore	9,300	15,898	10,230	16,828	11,160	17,758	10,739	17,951
Lancaster	9,450	15,558	10,057	16,165	10,665	16,773	10,600	17,880
Maryvale	9,400	15,200					10,580	17,840
Pioneer	8,350	17,822						
North Collins	9,275	14,204	10,017	16,059	10,759	16,801	10,388	17,172
Sloan	9,150	15,475	9,750	16,075	10,350	16,675	10,250	16,575
Sweet Home	9,865	16,733	10,375	17,243	10,885	17,753	11,087	20,004
Tonawanda	8,775	17,715	9,375	18,315	9,975	18,915	9,615	19,295
Williamsville	9,450	15,311	10,200	18,227	10,950	18,977	10,752	19,435
Erie #1 BOCES	9,150	15,245	9,782	16,517	10,414	17,149	10,250	17,510
Erie #2 BOCES	9,600	16,800	10,350	17,550	11,100	18,300		

M+30		M+60		DOCTORATE		TEACHERS MEAN	
MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	SALARY	DISTRICT
							ALLEGANY COUNTY
10,050	16,850					12,900	Andover
9,800	15,190					11,516	Belfast
8,990	15,025					11,918	Cuba
9,350	15,950					12,343	Fillmore
9,000	15,020						Richburg
9,150	15,225					10,718	Rushford
9,400	15,510					11,947	Scio
9,240	14,310	9,780	15,230			13,416	Wellsville
							CATTARAUGUS COUNTY
10,065	15,215					10,515	Cattaraugus BOCES
10,050	16,175	10,650	16,775			12,917	Allegany
							Hinsdale
9,950	14,575					13,150	Portville
9,550	15,390					13,195	Randolph
9,600	15,451	10,100	15,951			12,768	Salamanca
9,850	13,163					10,550	West Valley
							CHAUTAUQUA COUNTY
10,270	16,185					12,176	Chautauqua BOCES
9,900	16,050					13,821	Bemus Point
10,000	14,784					12,335	Brocton
						12,370	Chautauqua
10,025	16,627					12,621	Clymer
9,750	16,110					13,445	Dunkirk
8,685	14,400					11,760	Forestville
9,900	16,750	10,400	17,250	10,600	17,450	13,754	Fredonia
10,140	16,878	10,740	17,538			13,143	Frewsburg
10,075	17,375	10,575	17,875			13,931	Jamestown
						12,091	Mayville
10,705	15,445					12,412	Panama
10,448	15,928					11,650	Ripley
9,130	15,290					11,423	Sherman
11,253	17,376					13,461	Silver Creek
10,687	17,508	11,596	18,872			13,673	Southwestern
						14,527	Westfield
							ERIE COUNTY
10,800	17,130					14,010	Akron
10,925	18,275	11,425	19,100			14,904	Alden
11,101	19,045	11,675	20,288	12,058	20,671		Amherst #13 Eggerts.
11,101	19,045	11,675	20,288	12,058	20,671	15,976	Amherst #18 Snyder
11,101	19,045	11,675	20,288	12,058	20,671	16,695	Amherst Central
11,188	17,319			11,288	17,419	13,100	Cheektowaga #1
	19,552		20,302			15,715	Clarence
11,514	18,028	12,271	18,789	12,526	19,040	15,480	Cleveland Hill
11,480	20,780	12,260	21,560	12,810	22,110	15,458	Depew
10,895	17,795	11,435	18,335			14,038	East Aurora
12,275	18,563					15,952	Eden
10,550	17,912					14,114	Gowanda
11,469	19,167			11,928	19,726	13,959	Grand Island
11,255	17,945	11,885	18,575	12,011	18,701	13,720	Hamburg
10,380	16,620	10,860	17,100			12,070	Hopevale
11,000	18,400					14,550	Iroquois
12,023	19,730					16,772	Kenmore
11,669	19,417	12,599	20,347	13,099	20,847	14,306	Lake Shore
11,207	18,487	11,815	19,095			14,774	Lancaster
11,180	19,810					14,880	Maryvale
						12,553	Pioneer
11,130	17,914					14,136	North Collins
10,850	17,175					15,337	Sloan
11,597	20,514	12,107	21,024	12,907	21,824	17,315	Sweet Home
10,215	19,895					14,478	Tonawanda
11,502	20,185	12,252	20,935	12,252	20,935	15,832	Williamsville
10,882	18,142	11,514	18,774			12,953	Erie #1 BOCES
						13,946	Erie #2 BOCES

SECTION III: COMPARISON OF TEACHERS' SALARY SCHEDULE BY DEGREE

TABLE 54: ANALYSIS OF TEACHERS' SALARY SCHEDULE BY DEGREE (continued)

DISTRICT	BACHELOR'S MIN.	BACHELOR'S MAX.	B+30 MIN.	B+30 MAX.	B+60 MIN.	B+60 MAX.	MASTERS MIN.	MASTERS MAX.
NIAGARA COUNTY								
Barker	8,900	15,110	9,550	15,450	10,210	16,510	9,750	15,650
Lewiston-Porter	9,400	13,350	10,090	14,040	10,405	14,955	10,405	14,955
Lockport	8,650	15,397		16,867		18,597		
Niagara Falls	9,069	15,463	9,882	16,775	10,696	18,088		
North Tonawanda	9,086	18,034	9,684	18,841	10,296	19,648		
Royalton-Hartland	9,000	15,552	9,668	16,220	10,337	16,889	9,429	15,981
Wilson	8,625	13,235	9,330	14,490	9,960	15,550	9,630	15,220
ORLEANS COUNTY								
Albion	9,000	17,500	9,750	18,250	10,500	19,000	9,400	19,400
Lyndonville	9,000	14,500	9,600	15,610	10,200	16,550		
Medina	9,000	16,875	9,675	17,550	10,350	16,225	10,075	17,950

M+30		M+60		DOCTORATE		TEACHERS MEAN	
MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	SALARY	DISTRICT
							NIAGARA COUNTY
10,410	16,710					12,662	Barker
11,095	15,645	11,440	15,990	11,755	16,305	13,276	Lewiston-Porter
	17,213		18,943			14,005	Lockport
		11,509	18,901			15,722	Niagara Falls
10,034	19,191	10,646	19,998			16,080	North Tonawanda
10,097	16,649	10,766	17,318			13,689	Royalton-Hartland
10,260	15,850	10,890	16,480			12,512	Wilson
							ORLEANS COUNTY
10,150	20,150	10,900	20,900			12,685	Albion
						12,585	Lyndonville
10,750	18,625	11,425	19,300			13,478	Medina

PART FOUR

FRINGE BENEFITS

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SECTION I-A: ADMINISTRATORS - LEAVES

TABLE 55: SICK, PERSONAL, CONDOLENCE LEAVE

DISTRICT	SICK LEAVE DAYS PER YEAR	SICK LEAVE MAXIMUM ACCRUAL	PERSONAL LEAVE DAYS PER YEAR	PERSONAL LEAVE MAXIMUM ACCRUAL	CONDOLENCE LEAVE DAYS PER YEAR	CONDOLENCE LEAVE MAXIMUM ACCRUAL	MAY UNUSED LEAVE IN ONE CATEGORY BE APPLIED TO ANOTHER (YES-NO)	REMARKS
ALLEGANY COUNTY								
Andover	10	180	3		5		NO	
Belfast	20	150	3				YES	
Cuba	10	150	2	0	3	0		
Fillmore	12	180	3	0	5	0	NO	
Richburg	10	Unlimited	3	0	5 Per Incident		NO	
Rushford	13	162	4		3	6	YES	- Personal Leave added to Sick Leave
Scio	10	180	3	0	3	0	YES	- Personal Leave added to Sick Leave
Wellsville	12	180	3	10 added to sick leave			YES	
CATTARAUGUS COUNTY								
Cattaraugus BOCES	12	150	2		3-5		NO	
Allegany	10	160	2	0	3	0	YES	
Hinsdale	12	150	2	4			NO	
Little Valley	13	150	2	On Sick Leave	3	0	YES	
Portville	10	160	2		3		YES	
Randolph	12	175	4	175	5		YES	
Salamanca	11,12	180	3		5		YES	- Personal Leave added to Sick Leave
West Valley	12	150	2		3		YES	- Personal Leave added to Sick Leave
CHAUTAUQUA COUNTY								
Chautauqua BOCES	13	180	2	0	5	0	YES	
Bemus Point	12 Only 10 Accumulate	150	2	0			YES	- Personal Leave added to Sick Leave
Brocton	12	160	3		3		YES	- Personal Leave added to Sick Leave
Chautauqua								Not Specified
Clymer	10	180	3	0	As Needed		NO	
Dunkirk	12	170	2		3 Per Incident		NO	
Forestville	13	150	2	0	3	0	YES	- Personal & Condolence come out of the 13 Sick Days
Fredonia	10	180					NO	
Frewsburg	15	150	5				NO	
Jamestown	12	150	2	0	5	0	YES	- Personal Leave added to Sick Leave
Mayville	12	160	3	0	3	0	YES	
Panama	10	175	2		3		NO	- Two Condolence Deducted from Sick Leave
Ripley	10	164	2	0	3	0	NO	
Sherman	12	150	2		3		NO	
Silver Creek	13	180	2	0	*10	0	**YES	- *Condolence Leave Part of Sick Leave **Personal Leave added to Sick Leave
Westfield	12	150	3		3 Per Incident		NO	
ERIE COUNTY								
Akron	15	180	3		5		NO	
Alden	11	180	3	0	4	0	NO	
Amherst #13 Eggerts.	12	150	3	5	0	0	NO	
Amherst #18 Snyder	12	150	3	5	0	0	NO	
Amherst Central	12	150	3	5	0	0	NO	
Clarence	18	200	3		5		YES	- Unused Personal & Condolence Leave Added to Accumulated Sick Leave; When used it is Deducted from Sick Leave
Cleveland Hill	12	180	3	Accrues to Sick Leave	5	0	YES	
Depew	12	192	2		5 Per Incident	0		
East Aurora	15	180	INCLUDED IN SICK LEAVE - 3 FOR PERSONAL					
Eden	14	200	No Specified Number		4 Per Incident	0		
Gowanda	13	190	3	Accumulates To	3 Per Incident		YES	- 13 Days for 11 Month Employees
	14	190	3	Sick Leave			YES	- 14 Days for 12 Month Employees

SECTION I-A: ADMINISTRATORS - LEAVES

TABLE 55: SICK, PERSONAL, CONDOLENCE LEAVE (continued)

DISTRICT	SICK LEAVE DAYS PER YEAR	SICK LEAVE MAXIMUM ACCRUAL	PERSONAL LEAVE DAYS PER YEAR	PERSONAL LEAVE MAXIMUM ACCRUAL	CONDOLENCE LEAVE DAYS PER YEAR	CONDOLENCE LEAVE MAXIMUM ACCRUAL	MAY UNUSED LEAVE IN ONE CATEGORY BE APPLIED TO ANOTHER (YES-NO)	REMARKS
ERIE COUNTY								
Grand Island	18	216	4	0	3	0	YES	
Hamburg	18	210	3	0	5	0		
Hopevale	12	Unlimited	10	0	5	0	YES	
Iroquois	14	170	3		As Needed		YES	
Kenmore	12	264	1		4		NO	
Lake Shore	10	205	4	0	6		NO - 10 Months	
	11	205	4	0	6		NO - 11 Months	
	12	205	4	0	6		NO - 12 Months	
Lancaster	20	210	2	Unused May Be Added to Sick Leave	5-Immediate Family 3-Other		YES - As Stated	
Maryvale	13	240			3		NO	
Pioneer	11,12	165	2				YES - Personal Leave added to Sick Leave	
North Collins	12	250	2	0	4	0	YES	
Sloan	12	200	3		3 Per Incident	0	YES	
Sweet Home	Unlimited	180			5 Per Incident	0	NO	
Tonawanda	16.5	200	5	No limit	Included in Personal Leave		YES - Personal Leave added to Sick Leave	
Williamsville	18	165	8				NO	
Erie #1 BOCES	15	210	3	0	4	0	YES	
Erie #2 BOCES	12	200	2		4		YES	
NIAGARA COUNTY								
Barker	15	205	2	0	6	0		
Lewiston-Porter	12	Unlimited	3	36		5	NO - Tenured	
	12	36	3	9			NO - Up To 3 Years	
Lockport	15	180	3		4		NO	
Niagara Falls	20	200	2		5 Per Incident		*YES - 10 month personnel *YES - 12 month personnel	Unused Personal Can Be Added To Sick Leave
	24							
North Tonawanda	18	222	5		5		NO	
Royalton-Hartland	12	150					NO	
Wilson	16	216	3	0	3-Immediate Family 1-Other		YES - Personal Leave added to Sick Leave	
ORLEANS COUNTY								
Albion	18	Unlimited	2		5		NO	
Lyndonville	18	180	3	0	5-From Sick Leave		NO	
Medina	12	Unlimited					NO	

SECTION I-A: ADMINISTRATORS - LEAVES

TABLE 56: SABBATICAL LEAVE

DISTRICT	POLICY (YES-NO)	YEARS SERVICE TO BE ELIGIBLE	MINIMUM YEARS BETWEEN LEAVES	% SALARY PAID	HOSPITALIZATION CONTINUED	REPORTS REQUIRED	MINIMUM YEARS OF SERVICE UPON RETURN	REMARKS
ALLEGANY COUNTY								
Andover	YES	7		1- 50 1/2-100	YES	YES		
Belfast	NO							
Cuba	YES			50				
Fillmore	YES	7		1- 50 1/2-100	YES	YES	2	
Richburg	NO							
Rushford	YES	7		50	NO	NO	2	
Scio	NO							
Wellsville	NO							
CATTARAUGUS COUNTY								
Cattaraugus BOCES	NO							
Allegany	YES	7		50	YES	YES	1	
Hinsdale	YES	7		50	YES	YES	1	
Little Valley	NO							
Portville	YES	5		1- 50 1/2-100	YES	NO	2	
Randolph	NO							
Salamanca	YES	7		50	YES*	NO	2	*Paid by Individual Through Group
West Valley	YES	7	7	50	YES	NO	1	
CHAUTAUQUA COUNTY								
Chautauqua BOCES	NO							
Bemus Point	NO							
Brocton	YES	7		50	YES	NO	2	
Chautauqua	NO							
Clymer	YES	7	7	50	YES	NO	2	
Dunkirk	NO							
Forestville	YES	7		1- 50 1/2-100	YES	YES	3	
Fredonia	YES	7		50	YES	NO	3	
Frewsburg	NO							
Jamestown	YES	7	7	75	YES	YES	1	
Mayville	YES	5	3	50	NO	NO	3	
Panama	YES	7		1- 50 1/2-100	YES	NO	1	
Ripley	YES	7		50	NO	YES	2	
Sherman	YES	7	3	50	YES	NO	2	
Silver Creek	YES	7	2	1- 50 1/2-100	YES	YES	2	
Southwestern	NO							
Westfield	NO							
ERIE COUNTY								
Akron	YES	7		50	YES	YES	2	
Alden	YES	0	1	100	YES	NO	2	
Amherst #13 Eggerts.	YES	7	7	1- 50 1/2-100	YES	NO	1	
Amherst #18 Snyder	YES	7	7	1- 50 1/2-100	YES	NO	1	
Amherst Central	YES	7	7	1- 50 1/2-100	YES	NO	1	
Cheektowaga #1	NO							
Clarence	NO - Sabbatical leave every other year has been converted to an equivalent amount of money to provide extended professional workshops or conferences each year.							
Cleveland Hill	YES	7	5	50	YES	YES	Not Specified	
Depew	YES	5	2 leaves per tenure of employment	50	NO	NO	3	

TABLE 56: SABBATICAL LEAVE (continued)

DISTRICT	POLICY (YES-NO)	YEARS SERVICE TO BE ELIGIBLE	MINIMUM YEARS BETWEEN LEAVES	% SALARY PAID	HOSPITALIZATION CONTINUED	REPORTS REQUIRED	MINIMUM YEARS OF SERVICE UPON RETURN	REMARKS
ERIE COUNTY								
East Aurora	NO							
Eden	NO							
Gowanda	NO							
Grand Island	YES	5	7	75	YES	YES	2	
Hamburg	NO							
Hopevale	NO							
Iroquois	YES	7	7	1- 50 1/2-100	YES	YES	1	Not Specified in Contract
Kenmore	NO							
Lake Shore	YES	7		50	YES	YES	3	
Lancaster	YES	3		1-2/3 1/2-100	YES (Reduced Rate)	NO		
Maryvale	NO							
Pioneer	NO							
North Collins	YES	7	2	50	YES	YES	2	
Sloan	NO							
Sweet Home	YES	7	7	50	NO	YES	2	
Tonawanda	YES	6		60	YES	YES	2	
Williamsville	NO							
Erie #1 BOCES	YES	7	7	1- 50 1/2-100	YES	YES		
Erie #2 BOCES	YES	5		50	1/2	NO	2	
NIAGARA COUNTY								
Barker	YES	6	0	50	YES	YES	1	
Lewiston-Porter	NO							
Lockport	YES	5 consecutive		50	YES	NO	2	
Niagara Falls	YES	7	7	50	YES	YES	1	
North Tonawanda	YES	7		50	NO	NO	3	
Royalton-Hartland	NO							
Wilson	YES	7		50	YES	YES	2	
ORLEANS COUNTY								
Albion	NO							
Lyndonville	YES	5		50	YES	NO	3	
Medina	NO							

SECTION I-B: ADMINISTRATORS - HEALTH INSURANCE PROVISIONS

DISTRICT	HOSPITALIZATION Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	MAJOR MEDICAL Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	REMARKS
				TABLE 57 & 58							
ALLEGANY COUNTY											
Andover	50/51	205.56	100	530.88	100	50/51	12.00		27.84		
Belfast	50/51	193.56	100	250.32	50	50/51	21.12	100	25.92	50	
Cuba	50/51	180.00	87	510.00	96						
Fillmore	50/51 X BR	205.56	100	530.88	100						
Richburg	50/51	205.56	100	568+	100						
Rushford	50/51 X BR	205.56	100	530.88	100						
Scio	50/51	209.16	100	538.32	100	Included in 50/51					
Wellsville	50/51	193.56	100	500.64	100	50/51	15.60	100	37.68	100	
CATTARAUGUS COUNTY											
Cattaraugus BOCES	N.Y.S. Health Plan	233.16	100	606.00	100	Included Under Hospitalization					
Allegany	50/51 W/X BR	175.92	100	502.80	100						
Hinsdale	50/51	205.56	100	530.88	100						
Little Valley	Statewide	209.88	90	545.xx	90	Metropolitan					
Portville	N.Y.S. 50/51	233.16	100	606.00	100						
Randolph	State Plan 50/51	233.16	100	606.00	100	State Plan		100		100	
Salamanca	State Plan 50/51	233.16	100	606.00	100	Metropolitan - Included Under Hospitalization					
West Valley	50/51	193.52	100	501.00	100	50/51	24.00	100	58.80	100	
CHAUTAUQUA COUNTY											
Chautauqua BOCES	900 Ser. 7500 B/s	116.28	100	372.32	100	100/200 Prudential Deductible 80%	28.08	100	69.24	100	
Bemus Point	50/51	118.68	100	338.62	90	Group Life Phoenix Mut.	60.00	100	87.08	90	
Brocton	50/51	156.24	100	473.40	100	Phoenix Mutual		100		100	
Chautauqua	50/51	87.72	100	279.00	100	Massach. Mutual	30.00	100	64.44	100	
Clymer	50/51	233.16	100	606.00	100	Included in Statewide Plan					
Dunkirk	50/51	134.00	100	387.00	90	$50 Ded/ 80-20	29.00	100	61.00	90	
Forestville	50/51	108.56	81	333.00	81	7500	Included in Hospitalization Plan				
Fredonia	50/51	116.40	100	374.76	100	Phoenix	46.08	100	81.84	100	
Frewsburg	50/51 (120 dys) 7500	83.40	100	220.68	80	Equitable $150 Ind. $300 Fam. Deducted	72.48	100	142.92	100	
Jamestown	50/51		100		75						
Mayville	50/51	92.40	100	209.76	75	50/51		100		75	
Panama	50/51	98.40	80*	309.96	80*	50/51	73.08	80	186.00	80	*Estimate
Ripley	State Metro-politan	233.16	100	606.00	100	Included in Statewide Metropolitan					
Sherman	50/51 7500	99.00	100	316.08	100	7500 100 Ded.	24.12	100	54.00	100	
Silver Creek	Basic Health Plan Including Major Medical	189.52	85	483.68	85	80% - Co. 20% - Ind.					
Southwestern	50/51 Major Medical Included	144.12	100	379.08	85	Included in Hospitalization					
Westfield	7500	99.00	100	324.26	100	7500	36.12	100	82.44	100	

SECTION I-B: ADMINISTRATORS - HEALTH INSURANCE PROVISIONS

TABLE 57 & 58 (continued)

DISTRICT	HOSPITALIZATION Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	MAJOR MEDICAL Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	REMARKS
ERIE COUNTY											
Akron	50/51	246.36	100	525.00	84.2	50/51		100		100	
Alden	50/51	193.56	100	500.64	100	50/51		100		100	
Amherst #13 Eggerts.	50/51	145.17	75	375.48	75	John Hancock	22.08	100	54.36	100	
Amherst #18 Snyder	50/51	145.17	75	375.48	75	John Hancock	22.08	100	54.36	100	
Amherst Central	50/51	145.17	75	375.48	75	John Hancock	22.08	100	54.36	100	
Clarence	50/51	Not Avail.		485.62	97	50/51 250,000 $50 Ded.			56.34	97	
Cleveland Hill	50/51	228.12	100	579.12	100						
Depew	50/51	183.96	95	475.68	95	50/51	20.04	95	49.20	95	
East Aurora	50/51	193.56	100	500.64	100	50/51	15.60	100	37.68	100	
Eden	50/51	127.03	65.6	299.35	59	50/51	22.97	95.7	50.68	86.2	
Gowanda	50/51	193.56	100	500.64	100	51 $100 Ded.	15.60	100	37.68	100	
Grand Island	50/51	164.52	85	425.54	85	50/51	13.26	85	32.02	85	
Hamburg	50/51	193.56	100	500.64	100	New York Life	26.28	100	58.68	100	
Hopevale	50/51	166.68	78	432.48	78	50/51		100		100	
Iroquois	50/51	208.55	90	534.49	90	250,000 $100 Ded.					
Kenmore	50/51	215.00	100	550.00	100	Major Medical $50 Ded.					
Lake Shore	50/51	154.85	80	400.51	80						
Lancaster	50/51	162.86	85	421.24	85	50/51	12.84	100	30.72	100	
Maryvale	50/51	193.56	100	500.64	100	Mass. Mutual Unlimited	54.24	100	123.60	100	
Pioneer	50/51	237.34	100	608.88	100	Included Under Hospitalization					
North Collins	50/51	192.12	80	485.52	80	250,000	Included Under Hospitalization				
Sloan	50/51	193.56	100	500.64	100	50/51	3.60	10	7.44	20	
Sweet Home	50/51	193.56	100	500.64	100						
Tonawanda	50/51	193.56	100	500.64	100	50/51	15.60	100	37.68	100	
Williamsville	50/51	174.24	90	450.60	90	50/51	24.24	100	48.48	100	
Erie #1 BOCES	50/51	179.04	92.5	463.09	92.5						
Erie #2 BOCES	50/51	225.00	100	580.00	100						
NIAGARA COUNTY											
Barker	50/51	233.16	100	606.00	100	50/51					
Lewiston-Porter	50/51 w/Maj. Med.	182.85	80	463.30	80						
Lockport	50/51	229.20	100	588.72	100	Riders 3,7,8,9		100		100	
Niagara Falls	50/51	193.56	100	500.64	100	50/51	25.08	100	60.84	100	
North Tonawanda	50/51	193.56	100	500.64	100	$100 Ded.	36.84	100	86.40	100	
Royalton-Hartland	BC 4/6	96.60	100	252.24	100	BC	21.12	100	51.60	100	
	BS 50/51	96.96	100	248.40	100						
Wilson	50/51	168.56	87	424.64	84.82	250,000 $50 Ded	24.00	100	58.08	100	
ORLEANS COUNTY											
Albion	50/51	228.12	100	582.48	100						
Lyndonville	50/51	213.56	100	500.64	100	$100 Ded.	2.00	100	4.84	100	
Medina	50/51	V A R I E S			100	50/51				100	

SECTION I-B: ADMINISTRATORS - HEALTH INSURANCE PROVISIONS

TABLE 59 & 60

DISTRICT	EXTENDED BENEFITS RIDER Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	PRESCRIPTION RIDER Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	REMARKS
CATTARAUGUS COUNTY											
Allegany	50/51 W/X BR										
Portville	N.Y.S. 50/51		80		80						
West Valley	50/51	1.08	100	8.04	100	50/51	28.80	100	65.88	100	
CHAUTAUQUA COUNTY											
Frewsburg	Benefits to 250,000	TOTAL HEALTH PACKAGE									
Jamestown	Mass. Mutual		100		75	Mass. Mutual		100		75	
Ripley	INCLUDED IN STATE PLAN										
Silver Creek						INCLUDED UNDER MAJOR MEDICAL					
ERIE COUNTY											
Akron	50/51		100		100	50/51 $1 Co-Pay		100		100	
Alden						50/51	28.80	100	64.80	100	
Clarence						50/51 $1 Co-Pay			46.79	97	
Cleveland Hill	INCLUDED UNDER HOSPITALIZATION PLAN					50/51 $1 Co-Pay		100		100	
Depew						$1 Co-Pay	21.48	95	45.84	95	
East Aurora						50/51	22.56	100	48.24	100	
Grand Island						$1 Co-Pay	14.66	65	31.35	65	
Hamburg						Drug Co-Pay $1 Co-Pay	22.56	100	48.24	100	
Iroquois	#8										
Lake Shore	50/51	9.60	80	24.19	80	50/51	11.28	50	24.12	50	
Pioneer	#8										
North Collins						$1 Co-Pay	INCLUDED UNDER HOSPITALIZATION				
Sloan						$1 Co-Pay	22.56	100	48.24	100	
Sweet Home	Yes	12.00	100	30.24	100	$1 Co-Pay	22.56	100	48.24	100	
Tonawanda						50/51	16.92	75	36.24	75	
Williamsville						$1 Co-Pay	20.28	90	43.20	90	
Erie #1 BOCES	Yes	11.10	92.5	27.97	92.5	$1 Co-Pay	22.56	100	48.24	100	
Erie #2 BOCES	XBR		100		100	$1 Co-Pay	18.00	75	36.00	75	
NIAGARA COUNTY											
Barker	50/51					50/51					
Lockport	Yes		100		100	$1 Co-Pay		100		100	
Niagara Falls	50/51	12.00	100	30.24	100	$1 Co-Pay	22.56	100	48.24	100	
Royalton-Hartland	50/51	1.08	100	10.44	100	50	28.80	100	64.80	100	
Wilson						$1 Co-Pay	23.16	100	53.04	100	
ORLEANS COUNTY											
Albion	50/51		100		100	50/51		100		100	
Lyndonville						Yes	1.88	100	4.02	100	
Medina						$1 Co-Pay				100	

SECTION I-B: ADMINISTRATORS - HEALTH INSURANCE PROVISIONS

DISTRICT	DENTAL Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	TOTAL COST OF PACKAGE SINGLE	FAMILY	REMARKS
				TABLE 61 & 62				
ALLEGANY COUNTY								
Andover						217.56	558.72	
Belfast						214.68	276.24	
Cuba						180.00	510.00	
Fillmore						205.56	530.88	
Richburg						205.56	600.00	
Rushford						205.56	530.88	
Scio						209.16	538.32	
Wellsville						209.16	538.32	
CATTARAUGUS COUNTY								
Cattaraugus BOCES						233.16	606.00	
Allegany						175.92	502.80	
Hinsdale						205.56	530.88	
Portville						233.16	606.00	
Randolph						233.16	606.00	
Salamanca						233.16	606.00	
West Valley						247.74	633.72	
CHAUTAUQUA COUNTY								
Chautauqua BOCES						VARIES		
Bemus Point	MINIMAL UNDER PHOENIX POLICY					178.68	425.70	
Brocton						156.24	473.40	
Chautauqua						117.72	343.44	
Clymer						233.16	606.00	
Dunkirk						163.00	448.00	
Forestville						108.56	333.00	
Fredonia						162.48	456.60	
Frewsburg						155.88	363.60	
Mayville						92.40	209.76	
Panama	50/51		80		80	171.48	495.96	
Ripley						233.16	606.00	
Sherman						123.12	370.08	
Silver Creek						189.52	483.68	
Southwestern						144.12	379.08	
Westfield						135.12	406.70	
ERIE COUNTY								
Akron						246.36	623.52	
Alden	50/51					222.36	565.44	
Amherst #13 Eggerts.						130.96	335.97	
Amherst #18 Snyder						130.96	335.97	
Amherst Central						130.96	335.97	
Clarence						N/A	588.75	
Cleveland Hill						228.12	579.12	
Depew						225.48	570.72	
East Aurora						231.72	586.56	
Eden						150.00	350.00	
Gowanda						209.16	538.32	
Grand Island						192.44	488.91	
Hamburg						242.40	607.56	
Hopevale						166.68	432.48	
Iroquois						208.55	534.49	
Kenmore						215.00	550.00	
Lake Shore						175.73	448.82	
Lancaster						175.70	451.96	
Maryvale						247.80	624.24	
Pioneer						237.34	608.88	
North Collins						192.12	485.52	
Sloan	$100 Ded.	19.80	100	118.56	100	239.52	67[illegible].88	
Sweet Home						228.12	579.14	
Tonawanda						226.08	574.56	

SECTION I-B: ADMINISTRATORS - HEALTH INSURANCE PROVISIONS

DISTRICT	DENTAL Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	SINGLE %	FAMILY DOLLAR AMT.	FAMILY %	TOTAL COST OF PACKAGE SINGLE	FAMILY	REMARKS
				TABLE 61 & 62 (continued)				
ERIE COUNTY								
Williamsville						218.76	542.28	
Erie #1 BOCES						212.70	539.30	
Erie #2 BOCES						243.00	616.00	
NIAGARA COUNTY								
Barker						233.16	606.00	
Lewiston-Porter						182.85	463.30	
Lockport						229.20	588.72	
Niagara Falls						253.20	639.96	
North Tonawanda						230.40	587.04	
Royalton-Hartland						244.56	627.48	
Wilson						215.72	535.76	
ORLEANS COUNTY								
Albion						228.12	582.48	
Lyndonville						240.32	606.00	
Medina						VARIES		

SECTION I-B: HEALTH INSURANCE PROVISIONS

TABLE 63: OTHER INSURANCE PROVISIONS

DISTRICT	LIFE INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	DISABILITY INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	OTHER INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	REMARKS
ALLEGANY COUNTY							
Andover	NO		NO		NO		
Belfast	NO		NO		NO		
Cuba	NO		NO		NO		
Fillmore	NO		NO		NO		
Richburg	NO		NO		NO		
Rushford	NO		NO		NO		
Scio	NO		NO		NO		
Wellsville	YES	25,000	NO		NO		
CATTARAUGUS COUNTY							
Cattaraugus BOCES	NO		NO		NO		
Allegany	NO		NO		NO		
Hinsdale	NO		NO		NO		
Portville	NO		NO		NO		
Randolph	NO		NO		NO		
Salamanca	NO		NO		NO		
West Valley	NO		NO		NO		
CHAUTAUQUA COUNTY							
Chautauqua BOCES	NO		NO		NO		
Bemus Point	YES	5,000 on employee only	NO		NO		
Brocton	YES	3,000	YES	$100 towards premium	NO		
Chautauqua	NO		NO		NO		
Clymer	NO		NO		NO		
Dunkirk	YES	3,000	NO		NO		
Forestville	NO		NO		NO		
Fredonia	YES	3,000*	NO		NO		*Employee only
Frewsburg	YES	2,000	NO		NO		
Jamestown	YES	5,000	NO		YES		Diagnostic Rider
Mayville	NO		NO		NO		
Panama	NO		NO		NO		
Ripley	NO		NO		NO		
Sherman	YES	5,000	YES	5,000	NO		
Silver Creek	NO		NO		NO		
Southwestern	YES	20,000 Term					
Westfield	NO		NO		NO		
ERIE COUNTY							
Akron	NO		NO		NO		
Alden	YES	10,000	NO		NO		
Amherst #13 Eggerts.	YES	5,000	NO		NO		
Amherst #18 Snyder	YES	5,000	NO		NO		
Amherst Central	YES	5,000	NO		NO		
Clarence	YES*	30,000	NO		NO		*Optional - If taken, the premium of $70/10,000 is paid by the district and the administrator salary is reduced accordingly
Cleveland Hill	YES	5,000	NO		NO		
Depew	NO		NO		NO		
East Aurora	NO		NO		NO		
Eden	NO		NO		NO		
Gowanda	NO		NO		NO		
Grand Island	NO		NO		NO		
Hamburg	NO		NO		NO		
Hopevale	NO		YES		NO		
Iroquois	NO		NO		NO		
Kenmore	YES	10,000	NO		NO		
Lake Shore	NO		NO		NO		
Lancaster	YES	30,000	YES	$900 per month	NO		

SECTION I-B: HEALTH INSURANCE PROVISIONS

TABLE 63 (continued)

DISTRICT	LIFE INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	DISABILITY INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	OTHER INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	REMARKS
ERIE COUNTY							
Maryvale	YES	3,000	NO		NO		
Pioneer	NO		NO		NO		
North Collins	NO		NO		NO		
Sloan	YES	*	NO		NO		*8,000-Employee 2,000-Spouse 1,000-Children
Sweet Home	YES	5,000	YES	60% of monthly salary to $1,000			
Tonawanda	NO		NO		NO		
Williamsville	NO		NO		NO		
Erie #1 BOCES	NO		NO		NO		
Erie #2 BOCES	NO		NO		NO		
NIAGARA COUNTY							
Barker	NO		NO		NO		
Lewiston-Porter	NO		NO		NO		
Lockport	NO		NO		NO		
Niagara Falls	YES	10,000	NO		NO		
North Tonawanda	NO		NO		NO		
Royalton-Hartland	NO		NO		NO		
Wilson	NO		NO		NO		
ORLEANS COUNTY							
Albion	NO		NO		NO		
Lyndonville	NO		NO		NO		
Medina	NO		NO		NO		

SECTION I-C: ADMINISTRATORS - RECOGNITION OF POST-GRADUATE HOURS

DISTRICT	GRADUATE HOURS POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	INSERVICE HOURS POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	REMARKS
				TABLE 64a					
ALLEGANY COUNTY									
Andover	YES	15/1		COMPLETION	YES	15/30	30	COMPLETION	
Belfast	NO				NO				
Cuba	YES	39/3	3		YES	2.60/1	15		
Fillmore	YES	15/1	1	Sept. 15	YES	15/1	1	Sept. 15	
Richburg	NO				NO				
Rushford	YES	15/1	1	Sept. - Jan.	YES	15/15	15	Sept. - Jan.	
Scio	YES	15/1	6	Sept. 1	YES	15/1	6	Sept. 1	
Wellsville	NO				NO				
CATTARAUGUS COUNTY									
Cattaraugus BOCES	NO				NO				
Allegany	YES	120/6	ANY	Anytime	YES	120/6	ANY	Anytime	
Hinsdale	NO				NO				
Little Valley	NO				NO				
Portville	YES	20/1	6	Sept. - Feb.	YES	20/1	6	Sept. - Feb.	
Randolph	NO				NO				
Salamanca	NO				NO				
West Valley	NO				NO				
CHAUTAUQUA COUNTY									
Chautauqua BOCES	NO				NO				
Bemus Point	NO				NO				
Brocton	NO				NO				
Chautauqua	NO				NO				
Clymer	NO				NO				
Dunkirk	YES	100/6	6 or 15	Oct. - Feb.	NO				
Forestville	YES	110/6	6	Sept. 30	NO				
Fredonia	NO				NO				
Frewsburg	NO				NO				
Jamestown	NO				NO				
Mayville	NO				NO				
Panama	NO				NO				
Ripley	NO				NO				
Sherman	YES	40/1	6	Completion	NO				
Silver Creek	YES	25/1	6	Sept. - Feb.	YES	25/1	6	Sept. - Feb.	
Southwestern	NO				NO				
Westfield	NO				NO				
ERIE COUNTY									
Akron	NO				NO				
Alden	NO				NO				
Amherst #13 Eggerts.	NO				NO				
Amherst #18 Snyder	NO				NO				
Amherst Central	NO				NO				
Clarence	NO				NO				
Cleveland Hill	NO				NO				
Depew	YES	26/1	1	Sept. 1 - Feb. 1	YES	26/1	1	Sept. 1 - Feb. 1	
East Aurora	NO				NO				
Eden	YES	23/1	3	Oct. 1 - Feb. 15	YES	23/1	3	Oct. 1 - Feb. 15	
Gowanda	NO				NO				
Grand Island	NO				NO				
Hamburg	NO				NO				
Hopevale	NO								
Iroquois	NO				NO				
Kenmore	NO				NO				Independent Salary Schedule Unrelated To Degrees

SECTION I-C: ADMINISTRATORS - RECOGNITION OF POST-GRADUATE HOURS

TABLE 64a (continued)

DISTRICT	GRADUATE HOURS POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	INSERVICE HOURS POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	REMARKS
ERIE COUNTY									
Lake Shore	YES	210/3	3	Anytime	NO				
Lancaster	NO				NO				
Maryvale	NO				NO				
Pioneer	NO				NO				
North Collins	NO				NO				
Sloan	YES	20/1		Sept. 1 - Feb. 1	YES	20/1		Sept. 1 - Feb. 1	
Sweet Home	NO				NO				
Tonawanda	YES	20/1	3	Sept. 1 & Nov. 1-100% April 1-100%	YES	20/1	1	Sept. 1 & Nov. 1-100% April 1-100%	
Williamsville	YES	24-48/1	6	Oct. 15	YES	24-48/1	6		
Erie #1 BOCES	NO				NO				
Erie #2 BOCES	NO				NO				
NIAGARA COUNTY									
Barker	NO				NO				
Lewiston-Porter	NO				NO				
Lockport	NO				NO				
Niagara Falls	YES	26/1	5 beyond 1st Masters	Anytime	NO				
North Tonawanda	NO				NO				
Royalton-Hartland	NO				NO				
Wilson	NO				NO				
ORLEANS COUNTY									
Albion	NO				NO				
Lyndonville	NO				NO				
Medina	NO				NO				

SECTION I-C: ADMINISTRATORS - RECOGNITION OF POST-GRADUATE HOURS

DISTRICT	IS THERE AN UPPER LIMIT TO THE NUM. OF HRS. THE DIST. WILL RECOGNIZE (YES-NO) GRADUATE	INSERVICE	IF SO, WHAT IS THE UPPER LIMIT? (# OF HOURS) GRADUATE	INSERVICE	DOES THE DIST PAY TUITION FOR COURSES INSTEAD OF RATE/HOUR GRADUATE	INSERVICE	ALTERNATE METHODS TO RECOGNIZING GRADUATE HOURS
			TABLE 64b				
ALLEGANY COUNTY							
Andover	YES		*60		NO	NO	*Board Approval After 60 Hours
Belfast					NO	NO	
Cuba	YES	NO	M-30		NO	NO	
Fillmore	YES	YES	90	90	NO	YES	
Rushford	YES	YES	60	60	NO	NO	
Scio	YES	YES	90	90	NO	NO	
Wellsville					NO	NO	
CATTARAUGUS COUNTY							
Cattaraugus BOCES					NO	NO	
Allegany	YES	YES	60	6	NO	NO	
Hinsdale					NO	NO	
Little Valley							NONE
Portville	YES	YES	66	15	NO	NO	
Randolph	YES				YES	NO	
Salamanca					NO	NO	
West Valley					NO	NO	
CHAUTAUQUA COUNTY							
Chautauqua BOCES					NO	NO	
Bemus Point					NO	NO	
Brocton					NO	NO	
Chautauqua					NO	NO	
Clymer	NO	NO			NO	NO	
Dunkirk	YES		60		NO	NO	
Forestville	YES		60		NO	NO	
Fredonia					NO	NO	ARBITRATION
Frewsburg					NO	NO	
Jamestown					NO	NO	
Mayville					NO	NO	
Panama					NO	NO	
Ripley					NO	NO	
Sherman	NO				NO	NO	
Silver Creek	NO	NO	NONE	NONE	NO	NO	
Westfield					NO	NO	
ERIE COUNTY							
Akron					NO	NO	NONE
Alden					NO	NO	
Amherst #13 Eggerts.					NO	NO	
Amherst #18 Snyder					NO	NO	
Amherst Central					NO	NO	
Clarence					NO	NO	
Cleveland Hill					NO	NO	
Depew	YES	YES	30	30	NO	NO	
East Aurora							1 - Evaluation 2 - MBO Development & Implementation
Eden	YES	YES	B Degree-60 Hrs. M or D Degree-90 Hrs.		NO	NO	
Gowanda					NO	NO	
Grand Island					NO	NO	
Hamburg					NO	NO	
Hopevale					NO	NO	
Iroquois					NO	NO	
Kenmore					NO	NO	
Lake Shore	NO				NO	NO	
Lancaster					NO	NO	
Maryvale					NO	NO	
Pioneer					NO	NO	

SECTION I-C: ADMINISTRATORS - RECOGNITION OF POST-GRADUATE HOURS

DISTRICT	IS THERE AN UPPER LIMIT TO THE NUM. OF HRS. THE DIST. WILL RECOGNIZE (YES-NO) GRADUATE	INSERVICE	IF SO, WHAT IS THE UPPER LIMIT? (# OF HOURS) GRADUATE	INSERVICE	DOES THE DIST. PAY TUITION FOR COURSES INSTEAD OF RATE/HOUR GRADUATE	INSERVICE	ALTERNATE METHODS TO RECOGNIZING GRADUATE HOURS
			TABLE 64b (continued)				
ERIE COUNTY							
North Collins					NO	NO	
Sloan	YES	YES	60	30	NO	NO	
Sweet Home					NO	NO	
Tonawanda	YES	NO	60		NO	NO	
Williamsville	YES	YES	60	20	NO	NO	
Erie #1 BOCES					NO	NO	
Erie #2 BOCES					NO	NO	
NIAGARA COUNTY							
Barker					*YES	NO	*Tuition paid after permanent certification up to B+60
Lewiston-Porter					NO	NO	
Lockport					NO	NO	
Niagara Falls	YES		90		NO	NO	
North Tonawanda	NO	NO			NO	NO	NEGOTIATION
Royalton-Hartland					NO	NO	
Wilson					NO	NO	
ORLEANS COUNTY							
Albion					NO	NO	
Lyndonville					NO	NO	
Medina					YES	YES	

SECTION II-A: INSTRUCTIONAL PERSONNEL - LEAVES

TABLE 65: SICK, PERSONAL, CONDOLENCE LEAVE

DISTRICT	SICK LEAVE DAYS PER YEAR	SICK LEAVE MAXIMUM ACCRUAL	PERSONAL LEAVE DAYS PER YEAR	PERSONAL LEAVE MAXIMUM ACCRUAL	CONDOLENCE LEAVE DAYS PER YEAR	CONDOLENCE LEAVE MAXIMUM ACCRUAL	MAY UNUSED LEAVE IN ONE CATEGORY BE APPLIED TO ANOTHER (YES-NO)	REMARKS
ALLEGANY COUNTY								
Andover	10	180	3		5		NO	
Belfast	13	150	2				YES	
Cuba	10	150	2	0	3	0		
Fillmore	12	180	3	0	5	0	NO	
Richburg	10	180	3	0	5 Per Incident		YES	
Rushford	11	162	4		3	6	YES - Personal Leave added to Sick Leave	
Scio	10	180	3	0	3		YES - Personal Leave added to Sick Leave	
Wellsville	12	180	3	10			YES - Personal Leave added to Sick Leave	
CATTARAUGUS COUNTY								
Cattaraugus BOCES	10	150	2	0	3-5		YES	
Allegany	10	160	2	0	3	0	YES	
Hinsdale	12	150	2	4			NO	
Little Valley	13	150	2	On sick Leave	3	0	YES	
Portville	10	160	2		3		YES	
Randolph	12	175	4	175	5		YES	
Salamanca	10,11	180	2		5		YES - Personal Leave added to Sick Leave	
West Valley	12	150	2		3		YES - Personal Leave added to Sick Leave	
CHAUTAUQUA COUNTY								
Chautauqua BOCES	12	180	2	0	5	0	YES	
Bemus Point	12 - only 10 accumulate	150	2				YES - Personal Leave added to Sick Leave	
Brocton	10	160	3		3		YES - Personal Leave added to Sick Leave	
Chautauqua	12	160	2		3		NO	
Clymer	10	150	3	0			NO	
Dunkirk	11	170	2		3 Per Incident		NO	
Forestville	13	150	2	0	3	0	*YES - Personal & Condolence Leave Come Out of 13 Sick Days	
Fredonia	10	180	NOT SPECIFIED		NOT SPECIFIED		NOT APPLICABLE	
Frewsburg	15	150	5				YES - But Not Accumulated	
Jamestown	10	150	2	0	5	0	YES - Untenured - Personal Leave added to	
	15	150	2	0	5	0	YES - Tenured Sick Leave	
Mayville	12	160	3	0	3	0	YES	
Panama	10	175	2		3		NO - Two Condolence deducted from Sick Leave	
Ripley	10	164	2	0	3	0	NO	
Sherman	12	150	2		3		NO	
Silver Creek	11	180	2	0	10*	0	**YES - *Condolence Leave Part of Sick Leave **Unused Personal Leave May Be Applied To Sick Leave	
Southwestern	10	180	2		10	0	Personal Leave added to Sick Leave	
Westfield	10	150	3		3 Per Incident		NO	
ERIE COUNTY								
Akron	15	180	3		5		NO	
Alden	11	180	3	0	4	0	NO	
Amherst #13 Eggerts.	10	150	3	5			NO	
Amherst #18 Snyder	10	150	3	5			NO	
Amherst Central	10	150	3	5			NO	
Cheektowaga #1	10	200	2		3			
Clarence	16	200	3		5		YES - Personal & Condolence Leave added to Sick Leave	
Cleveland Hill	12	180	3		5	0	YES - Personal Leave added to Sick Leave	
Depew	12	192	2		5 Per Incident			
East Aurora	15	180	INCLUDED IN SICK LEAVE - 3 FOR PERSONAL LEAVE					
Eden	12	180	3		4 Per Incident			10 months
	13	198	3					11 months
	14	216	3					12 months

TABLE 65: SICK, PERSONAL, CONDOLENCE LEAVE (continued)

DISTRICT	SICK LEAVE DAYS PER YEAR	SICK LEAVE MAXIMUM ACCRUAL	PERSONAL LEAVE DAYS PER YEAR	PERSONAL LEAVE MAXIMUM ACCRUAL	CONDOLENCE LEAVE DAYS PER YEAR	CONDOLENCE LEAVE MAXIMUM ACCRUAL	MAY UNUSED LEAVE IN ONE CATEGORY BE APPLIED TO ANOTHER (YES-NO)	REMARKS
ERIE COUNTY								
Gowanda	12	190	3		3 Per Incident	0	YES	- Personal Leave added to Sick Leave
Grand Island	15	180	3	0	3	0	YES	
Hamburg	15	185	2	0	5	0	YES	- Personal Leave added to Sick Leave
Hopevale	10	Unlimited	3		5		NO	
Iroquois	12	170	3		As Needed		YES	
Kenmore	10	220	1		4		NO	
Lake Shore	10	200	2	0	6	0	NO	
Lancaster	12	200	2	Not Available	5 Family 3 Other			
Maryvale	12	200	2	Added to Sick Leave	3		YES	- If no sick leave is used during year, an additional 2 days added next Sept.
Pioneer	10	165	2				YES	- Personal Leave added to Sick Leave
North Collins	12	200	2	0	4	0	YES	
Sloan		200	15				YES	
Sweet Home	15	180	2		5 Per Incident	0	YES	- Personal Leave added to Sick Leave
Tonawanda	18	200					YES	- 12 month - Personal Leave added to Sick
	15	180					YES	- 10 month - Leave at end of school year.
Williamsville	18	165	8				YES	- 12 month - Condolence covered under
	15	165	8				YES	- 10 month Personal Leave
Erie #1 BOCES	13	200	3	0	4	0	YES	
Erie #2 BOCES	10	200	2		4		NO	
NIAGARA COUNTY								
Barker	15	205	2	0	6	0		
Lewiston-Porter	10	Unlimited	3	30	5		NO	
	10		2	Not Available	5		NO	
Lockport	15	180	3		4		NO	
Niagara Falls	20	200	2		5 Per Incident		*YES	- Personal Leave added to Sick Leave
North Tonawanda	15	185	5		5		NO	
Royalton-Hartland	10	150					NO	
Wilson	13	180	3	0	3 Per Incident Family 1 Per Incident Other		YES	- Personal Leave added to Sick Leave
ORLEANS COUNTY								
Albion	15	Unlimited	1	10	5 Per Incident		NO	
Lyndonville	15	185	3	0	5 Deducted From Sick Leave		NO	
Medina	10	Unlimited	1	0			NO	

TABLE 66: SABBATICAL LEAVE

DISTRICT	POLICY (YES-NO)	YEARS SERVICES TO BE ELIGIBLE	MINIMUM YEARS BETWEEN LEAVES	% SALARY PAID	HOSPITALIZATION CONTINUED	REPORTS REQUIRED	MINIMUM YEARS OF SERVICE UPON RETURN	REMARKS
ALLEGANY COUNTY								
Andover	YES	7		50	YES	YES		
Belfast	NO							
Cuba		7		1- 50 1/2-100	YES	NO	1	
Fillmore	YES	7		1- 50 1/2-100	YES	YES	2	
Richburg	NO							
Rushford	YES	7		50	NO	NO	2	
Scio	NO							
Wellsville	YES	7		50	NO	YES	2	
CATTARAUGUS COUNTY								
Cattaraugus BOCES	NO							
Allegany	YES	7		50	YES	YES	1	
Hinsdale	YES	7		50	YES	YES	1	
Little Valley	NO							
Portville	YES	5	5	1- 50 1/2-100	YES	NO	2	
Randolph	YES	7		50	NO	NO	2	
Salamanca	YES	7		50	YES*	NO	2	*Paid by Individual through Group
West Valley	YES	7	7	50	YES	NO	1	
CHAUTAUQUA COUNTY								
Chautauqua BOCES	YES	5	No Policy	1- 50 1/2-100	YES	YES	3	
Bemus Point	YES	7	7	50	YES	YES	2	
Brocton	YES	7		50	YES	NO	2	
Clymer	YES	7		50	YES	NO	2	
Dunkirk	NO							
Forestville	YES	7		1- 50 1/2-100	YES	YES	3	
Fredonia	YES	7		50	YES	NO	3	
Frewsburg	YES	7	7	1- 50 1/2- 75	YES	NO	1	
Jamestown	YES	7	7	75	YES	YES		
Mayville	YES	5	3	50	NO	NO	3	
Panama	YES	7		1- 50 1/2-100	YES	NO	1	
Ripley	YES	7		50	NO	YES	2	
Sherman	YES	7	3	50	YES	NO	2	
Silver Creek	YES	7	2	1- 50 1/2-100	YES	YES	2	
Southwestern	YES	7	7	75	YES	YES	1	
Westfield	YES	7	3	50	YES	NO	2	
ERIE COUNTY								
Akron	YES	7		50	YES	YES	2	
Alden	YES	1		100	YES	NO	2	
Amherst #13 Eggerts.	YES	7		1- 50 1/2-100	YES	YES	1	
Amherst #18 Snyder	YES	7		1- 50 1/2-100	YES	YES	1	
Amherst Central	YES	7		1- 50 1/2-100	YES	YES	1	
Cheektowaga #1	YES	7		66	YES	NO		
Clarence	YES	7	7	50	YES	YES		Equivalent to Length of Leave
Cleveland Hill	YES	7	5	50	YES	YES		Not Specified
Depew	YES	5	2 leaves per tenure of employment	50	NO	NO	3	

TABLE 66: SABBATICAL LEAVE (continued)

DISTRICT	POLICY (YES-NO)	YEARS SERVICES TO BE ELIGIBLE	MINIMUM YEARS BETWEEN LEAVES	% SALARY PAID	HOSPITALIZATION CONTINUED	REPORTS REQUIRED	MINIMUM YEARS OF SERVICE UPON RETURN	REMARKS
ERIE COUNTY								
East Aurora	YES	7		1- 50 *1- 75 1/2-100	YES	YES	1 yr. for each 1/2 yr. of leave	*If in pursuit of advanced degree.
Eden	YES	7		1- 50 1/2- 75	YES	YES	2	
Gowanda	YES	7		1- 50 1/2-100	YES	NO	2	
Grand Island	YES	5	7	75	YES	YES	2	
Hamburg	YES	7	7	50	YES	YES	3	
Hopevale	NO							
Iroquois	YES	7	7	1- 50 1/2-100	YES	YES	1	
Kenmore	NO							
Lake Shore	YES	7		50	YES	YES	3	
Lancaster	YES	3	Not Applic.	1- 66 1/2-100	YES	YES	Not Applicable	
Maryvale	YES	7	7	1- 50 1/2-100	YES	YES	2	
Pioneer	YES	7	7	1- 50 1/2-100	YES	YES	2	
North Collins	YES	7	2	50	YES	YES	2	
Sloan	YES	7		1- 75 1/2-100	YES			
Sweet Home	No Program							
Tonawanda	YES	6		60	YES	YES	2	
Williamsville	YES	7		1- 60 1/2-100	YES			
Erie #1 BOCES	YES	7	7	1- 50 1/2-100	YES	YES		
Erie #2 BOCES	YES	5		50	YES	YES	2	
NIAGARA COUNTY								
Barker	YES	6	0	50	YES	YES	1	
Lewiston-Porter	YES	7 consecutive & tenure	7	1- 50 1/2-100	1-Half 1/2-Full	YES	3	
Lockport	YES	More than 5 consecutive		50	YES	NO	2	
Niagara Falls	YES	7	7	50	YES	YES	1	
North Tonawanda	YES	7		50	NO	NO	3	
Royalton-Hartland	YES	0	0	1- 50 1/2-100	YES	YES	2-3	
Wilson	YES	7		50	YES	YES	2	
ORLEANS COUNTY								
Albion	YES	7	Not Specified	50	YES	YES	1 for each semester	
Lyndonville	YES	5		50	YES	NO	3	
Medina	YES	7		50	YES	YES	2	

SECTION II-B: INSTRUCTIONAL PERSONNEL - HEALTH INSURANCE PROVISIONS

DISTRICT	HOSPITALIZATION Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	MAJOR MEDICAL Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	REMARKS
				TABLE 67 & 68							
ALLEGANY COUNTY											
Andover	50/51	205.56	100	530.88	100	50/51	12.00		27.84		
Belfast	50/51	193.56	100	250.32	50	50/51	21.12	100	25.92	50	
Cuba	50/51	180.00	87	510.00	96						
Fillmore	50/51 X BR	205.56	100	530.88	100						
Richburg	50/51	205.56	100	205.56	39						
Rushford	50/51	185.00	89.9	502.00	94.5						
Scio	50/51	209.16	100	538.32	100	50/51	INCLUDED IN HOSPITALIZATION				
Wellsville	50/51	209.16	100	538.32	100	50/51	15.60	100	37.68	100	
CATTARAUGUS COUNTY											
Cattaraugus BOCES	N.Y.S. Health Plan	233.16	100	606.00	100		INCLUDED IN HOSPITALIZATION				
Allegany	50/51 w/XBR	175.92	100	502.80	100						
Hinsdale	50/51	205.56	100	530.88	100						
Little Valley	Statewide	209.88	90	545.40	90	Metropolitan					
Portville	50/51	233.16	100	606.00	100						
Randolph	50/51	233.16	100	606.00	100	50/51		100		100	
Salamanca	50/51	233.16	100	606.00	100	Metropolitan	INCLUDED IN HOSPITALIZATION				
West Valley	50/51	193.56	100	501.00	100	50/51	24.00	100	58.80	100	
CHAUTAUQUA COUNTY											
Chautauqua BOCES	900 BC 7500 BS	116.28	100	372.32	100	Prudential 100/200 Ded. 80%	28.08	100	69.24	100	
Bemus Point	50/51	118.68	100	338.62	90	Group Life Phoenix Mutual	60.00	100	87.08	90	
Brocton	50/51	156.24	100	425.88	85	Phoenix Mutual		100		85	
Chautauqua	50/51	87.72	100	279.00	100	Massach. Mutual	30.00	100	64.44	100	
Clymer	50/51	233.16	100	606.00	100	INCLUDED IN STATEWIDE PLAN					
Dunkirk	50/51	134.00	100	387.00	90	$50 Ded. 80-20	29.00	100	61.00	90	
Forestville	50/51	108.56	81	333.00	81	50/51 INCLUDED IN HOSPITALIZATION 7500					
Fredonia	50/51	116.40	100	374.76	100	Phoenix	46.08	100	81.84	100	
Frewsburg	BC(120 dys) BS 7500	83.40	100	220.68	80	Equitable $150 Ind. $300 Fam. Ded	72.48	100	142.92	100	
Jamestown	50/51		100		75	Mass. Mutual		100		75	
Mayville	50/51	92.40	100	209.76	75	50/51		100		75	
Panama	50/51	98.40	*80	309.96	*80	50/51	73.08	80	186.00	80	*Estimated
Ripley	State Package	233.16	100	606.00	100	Metropolitan	INCLUDED IN STATE PLAN				
Sherman	50/51 7500	99.00	100	316.08	100	Phoenix Mutual $100 Ded.	24.12	100	54.00	100	
Silver Creek	Basic Health Plan Including Major Medical	189.52	85	483.68	85	INCLUDED IN HOSPITALIZATION					
Southwestern	50/51 Including Major Medical	144.12	100	356.76	80	50/51 INCLUDED IN HOSPITALIZATION					
Westfield	7500	99.00	100	324.26	100	7500	36.12	100	82.44	100	
ERIE COUNTY											
Akron	50/51	246.36	100	525.00	84.2	50/51					
Alden	50/51	193.56	100	500.64	100	50/51		100		100	
Amherst #13 Eggerts.	50/51	145.17	75	375.48	75	John Hancock	22.08	100	54.36	100	
Amherst #18 Snyder	50/51	145.17	75	375.48	75	John Hancock	22.08	100	54.36	100	

SECTION II-B: INSTRUCTIONAL PERSONNEL - HEALTH INSURANCE PROVISIONS

DISTRICT	HOSPITALIZATION Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	MAJOR MEDICAL Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	REMARKS
				TABLE 67 & 68 (continued)							
ERIE COUNTY											
Amherst Central	50/51	145.17	75	375.48	75	John Hancock	22.08	100	54.36	100	
Cheektowaga #1	50/51	193.56	100	500.64	100	Mass Mutual	30.00	100	59.52	100	
Clarence	50/51	174.12	90	450.48	90	50/51 $250,000 $50 Ded.	2[illegible].60	90	52.32	90	
Cleveland Hill	50/51	228.12	100	579.12	100						
Depew	50/51	183.96	95	475.68	95		20.04	95	49.20	95	INCLUDED IN HOSPITALIZATION
East Aurora	50/51	193.56	100	500.64	100	50/51	15.60	100	37.68	100	
Eden	50/51	127.03	65.6	299.32	59	50/51	22.97	95.7	50.68	86.2	
Gowanda	50/51	193.56	100	500.64	100	BS $100 Ded.	15.60	100	37.68	100	
Grand Island	50/51	164.52	85	425.54	85	50/51	13.26	85	32.02	85	
Hamburg	50/51	193.56	100	500.64	100	New York Life	26.28	100	26.28	44.7	
Hopevale	50/51	166.68	78	432.48	78	50/51		100		100	
Iroquois	50/51	208.55	90	534.49	90	250,000 $100 Ded.	INCLUDED IN HOSPITALIZATION				
Kenmore	50/51	215.00	100	550.00	100	$50 MM					
Lake Shore	50/51	154.85	80	400.51	80						
Lancaster	50/51	162.86	85	421.24	85	50/51	24.00	100	58.08	100	
Maryvale	50/51	182.00	100	470.00	100	$50 Ded	30.00	100	30.00	100	Limited # of teachers have Mass. Mutual
Pioneer	50/51	237.24	100	608.88	100	INCLUDED IN HOSPITALIZATION					
North Collins	50/51	192.12	80	485.52	80	$250,000	INCLUDED IN HOSPITALIZATION				
Sloan	50/51	193.56	100	500.64	100	50/51	3.60	10	7.44	20	
Sweet Home	50/51	193.56	100	500.64	100						
Tonawanda	50/51	193.56	100	500.64	100	50/51	15.60	100	37.68	100	
Williamsville	BC 4/6 BS 50/51	174.24	90	450.60	90	50/51	24.24	100	48.48	100	
Erie #1 BOCES	50/51	179.04	92.5	463.09	92.5						
Erie #2 BOCES	50/51	228.00	100	532.00	100						
NIAGARA COUNTY											
Barker	50/51	233.16	100	606.00	100	50/51					
Lewiston-Porter	50/51 w/Major Medical	182.85	80	463.30	80						
Lockport	50/51	229.20	100	588.72	100	Riders 3,7,8,9		100		100	
Niagara Falls	50/51	193.56	100	500.64	100	50/51	25.08	100	60.84	100	
North Tonawanda	50/51	193.56	100	500.64	100	$100 Ded.	36.84	100	86.40	100	
Royalton-Hartland	BC 4/6	96.60	100	252.24	100	BC	21.12	100	51.60	100	
	BS 50/51	96.96	100	248.40	100						
Wilson	50/51	168.56	87.09	424.64	84.82	$50 Ded. $250,000 Max.	24.00	100	58.08	100	
ORLEANS COUNTY											
Albion	50/51	228.12	100	582.48	100						
Lyndonville	50/51	213.56	100	500.64	100	$100 Ded.	2.00	100	4.84	100	
Medina	50/51		100		100						Dollar Amount Vary

SECTION II-B: INSTRUCTIONAL PERSONNEL - HEALTH INSURANCE PROVISIONS

DISTRICT	EXTENDED BENEFITS RIDER Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	PRESCRIPTION RIDER Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	REMARKS
				TABLE 69 & 70							
CATTARAUGUS COUNTY											
Allegany	50/51 w/XBR										
Portville	50/51		80		80						
West Valley	50/51	1.08	100	8.04	100	50/51	28.80	100	65.88	100	
CHAUTAUQUA COUNTY											
Clymer						INCLUDED IN MAJOR MEDICAL					
Frewsburg	BENEFITS TO $250,000 TOTAL HEALTH PKGE.										
Jamestown						Mass. Mutual		100		75	
Ripley	INCLUDED IN STATE PLAN										
ERIE COUNTY											
Akron	50/51					50/51 $1 Co-Pay					
Alden						50/51		100	64.80	100	
Cheektowaga #1						$1 Co-Pay	22.56	100	48.24	100	
Clarence						50/51 $1 Co-Pay	15.84	70	33.84	70	
Cleveland Hill	INCLUDED IN HOSPITALIZATION					50/51 $1 Co-Pay					
Depew						$1 Co-Pay	21.48	95	45.84	95	
East Aurora						50/51	22.56	100	48.24	100	
Grand Island						$1 Co-Pay	14.66	65	31.35	65	
Hamburg						Drug Co-Pay	5.64	25	5.64	11.6	
Iroquois	#8					$1 Co-Pay	INCLUDED IN HOSPITALIZATION				
Lake Shore	50/51	9.60	80	24.19	80	50/51	10.00	44.3	25.00	51.8	
Pioneer	#8										
North Collins						$1 Co-Pay	INCLUDED IN HOSPITALIZATION				
Sloan						$1 Co-Pay	22.56	100	48.24	100	
Sweet Home	YES	12.00	100	30.24	100	YES	22.56	50-1st 75-2nd 100-3rd	48.26	50-1st 75-2nd 100-3rd	
Tonawanda						50/51	16.92	75	36.24	75	
Williamsville						$1 Co-Pay	20.28	90	43.20	90	
Erie #1 BOCES	YES	11.10	92.5	27.97	92.5	YES	22.56	100	48.24	100	
Erie #2 BOCES	XBR	12.00	100	12.00	100	$1 Co-Pay	18.00	75	36.00	75	
NIAGARA COUNTY											
Barker	50/51					50/51					
Lewiston-Porter	$1 Co-Pay										
Lockport	YES		100		100	$1 Co-Pay		100		100	
Niagara Falls	50/51	12.00	100	30.24	100	$1 Co-Pay	22.56	100	48.24	100	
Royalton-Hartland	50/51	1.08	100	10.44	100	BC	28.80	100	64.80	100	
Wilson						$1 Co-Pay	23.16	100	53.04	100	
ORLEANS COUNTY											
Albion	50/51		100		100	50/51		100		100	
Lyndonville						YES	1.88	100	4.02	100	
Medina						$1 Co-Pay		100		100	

SECTION II-B: INSTRUCTIONAL PERSONNEL - HEALTH INSURANCE PROVISIONS

DISTRICT	DENTAL Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	TOTAL COST OF PACKAGE PER PERSON SINGLE	FAMILY	REMARKS
				TABLE 71 & 72				
ALLEGANY COUNTY								
Andover						217.56	558.72	
Belfast						214.68	276.24	
Cuba						180.00	510.00	
Fillmore						205.56	530.88	
Rushford						185.00	502.00	
Scio						209.16	538.32	
Wellsville						209.16	538.32	
CATTARAUGUS COUNTY								
Cattaraugus BOCES						233.16	606.00	
Allegany						175.92	502.80	
Hinsdale						205.56	530.88	
Little Valley						209.88	545.40	
Portville						233.16	606.00	
Randolph						233.16	606.00	
Salamanca						233.16	606.00	
West Valley						247.44	633.72	
CHAUTAUQUA COUNTY								
Chautauqua BOCES						VARIES		
Bemus Point	MINIMAL UNDER PHOENIX MUTUAL					178.68	425.70	
Brocton						156.24	425.88	
Chautauqua						117.72	343.44	
Clymer						233.16	606.00	
Dunkirk						163.00	448.00	
Forestville						108.56	333.00	
Fredonia						162.48	456.60	
Frewsburg						155.88	363.60	
Mayville						92.40	20[illegible].76	
Panama	50/51		80		80	171.48	495.96	
Ripley						233.16	606.00	
Sherman						123.12	370.08	
Silver Creek						189.52	483.68	
Southwestern						144.12	356.76	
Westfield						135.12	406.70	
ERIE COUNTY								
Akron						246.36	623.52	
Alden	YES					222.36	565.44	
Amherst #13 Eggerts.						130.96	335.97	
Amherst #18 Snyder						130.96	335.97	
Amherst Central						130.96	335.97	
Cheektowaga #1						249.12	608.40	
Clarence						211.64	536.69	
Cleveland Hill						228.12	579.12	
Depew						225.48	570.72	
East Aurora						231.72	586.56	
Eden						150.00	350.00	
Gowanda						209.16	538.32	
Grand Island						192.44	488.91	
Hamburg						225.48	532.56	
Hopevale						166.68	432.48	
Iroquois						208.55	534.49	
Kenmore						215.00	550.00	
Lake Shore						174.45	449.70	
Lancaster						186.86	479.32	
Maryvale						212.00	540.00	
Pioneer						237.24	608.88	
North Collins						192.12	485.52	
Sloan	$100 Ded.	19.80	100	118.56	100	239.52	674.88	
Sweet Home						228.12	579.14	

SECTION II-B: INSTRUCTIONAL PERSONNEL - HEALTH INSURANCE PROVISIONS

DISTRICT	DENTAL Annual Premium Paid By District TYPE OF PLAN	SINGLE DOLLAR AMT.	%	FAMILY DOLLAR AMT.	%	TOTAL COST OF PACKAGE PER PERSON SINGLE	FAMILY	REMARKS
				TABLE 71 & 72 (continued)				
ERIE COUNTY								
Tonawanda						226.08	574.56	
Williamsville						218.76	542.28	
Erie #1 BOCES						212.70	539.30	
Erie #2 BOCES						258.00	580.00	
NIAGARA COUNTY								
Barker						233.16	606.00	
Lewiston-Porter						182.85	463.30	
Lockport						229.20	588.72	
Niagara Falls						253.20	639.96	
North Tonawanda						230.40	587.04	
Royalton-Hartland						244.56	627.48	
Wilson						215.72	535.76	
ORLEANS COUNTY								
Albion						228.12	582.48	
Lyndonville						240.12	606.00	
Medina						VARIES		

SECTION II-B: INSTRUCTIONAL PERSONNEL - HEALTH INSURANCE PROVISIONS

TABLE 73: OTHER INSURANCE PROVISIONS

DISTRICT	LIFE INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	DISABILITY INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	OTHER INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	REMARKS
ALLEGANY COUNTY							
Andover	NO		NO		NO		
Belfast	NO		NO		NO		
Cuba	NO		NO		NO		
Fillmore	NO		NO		NO		
Richburg	NO		NO		NO		
Rushford	NO		NO		NO		
Scio	NO		NO		NO		
Wellsville	NO		NO		NO		
CATTARAUGUS COUNTY							
Cattaraugus BOCES	NO		NO		NO		
Allegany	NO		NO		NO		
Hinsdale	NO		NO		NO		
Portville	NO		NO		NO		
Randolph	YES	*	NO		NO		*$5,000 for members less than 50 years of age. Amount decreases as age increases.
Salamanca	NO		NO		NO		
West Valley	NO		NO		NO		
CHAUTAUQUA COUNTY							
Chautauqua BOCES	NO		NO		NO		
Bemus Point	YES	$5,000 on employee only	NO		NO		
Brocton	YES	$3,000	NO		NO		
Chautauqua	NO		NO		NO		
Clymer	NO		NO		NO		
Dunkirk	YES	$3,000	NO		NO		
Forestville	NO		NO		NO		
Fredonia	YES	$3,000*	NO		NO		*Employee only
Frewsburg	YES	$2,000	NO		NO		
Jamestown	YES	$5,000	NO		YES		Diagnostic Rider
Mayville	NO		NO		NO		
Panama	NO		NO		NO		
Ripley	NO		NO		NO		
Sherman	YES	$5,000	YES	$5,000	NO		
Silver Creek	NO		NO		NO		
Southwestern	YES	$20,000 Term					
Westfield	NO		NO		NO		
ERIE COUNTY							
Akron	NO		NO		NO		
Alden	YES	$10,000	NO		NO		
Amherst #3 Eggerts.	YES	$ 5,000	NO		NO		
Amherst #18 Snyder	YES	$ 5,000	NO		NO		
Amherst Central	YES	$ 5,000	NO		NO		
Cheektowaga #1	NO		NO		NO		
Clarence	NO		NO		NO		
Cleveland Hill	YES	$ 5,000	NO		NO		
Depew	NO		NO		NO		
East Aurora	NO		NO		NO		
Eden	NO		NO		NO		
Gowanda	NO		NO		NO		
Grand Island	NO		NO		NO		
Hamburg	NO		NO		NO		
Hopevale	NO		YES		NO		
Iroquois	NO		NO		NO		
Kenmore	YES	$ 8,000	NO		NO		
Lake Shore	NO		NO		NO		
Lancaster	NO		NO		NO		
Maryvale	YES	$ 3,000	NO		NO		

SECTION II-B: INSTRUCTIONAL PERSONNEL - HEALTH INSURANCE PROVISIONS

TABLE 73: OTHER INSURANCE PROVISIONS (continued)

DISTRICT	LIFE INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	DISABILITY INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	OTHER INSURANCE YES OR NO	IF YES, AMOUNT OF COVERAGE	REMARKS
ERIE COUNTY							
Pioneer	NO		NO		NO		
North Collins	NO		NO		NO		
Sloan	YES	*	NO		NO		*6,000 - Emp. 2,000 - Spouse 1,000 - Children
Sweet Home	YES	$ 5,000	YES	60% of monthly salary to $1,000	NO		
Tonawanda	NO		NO		NO		
Williamsville	NO		NO		NO		
Erie #1 BOCES	NO		NO		NO		
Erie #2 BOCES	NO		NO		NO		
NIAGARA COUNTY							
Barker	NO		NO		NO		
Lewiston-Porter	NO		NO		NO		
Lockport	NO		NO		NO		
Niagara Falls	YES	$ 2,000	NO		NO		
North Tonawanda	NO		NO		NO		
Royalton-Hartland	NO		NO		NO		
Wilson	NO		NO		NO		
ORLEANS COUNTY							
Albion	NO		NO		NO		
Lyndonville	NO		NO		NO		
Medina	NO		NO		NO		

TABLE 74a: ANALYSIS OF POLICY

DISTRICT	GRADUATE HOURS POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	INSERVICE HOURS POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	REMARKS
ALLEGANY COUNTY									
Andover	YES	15/1		Completion	YES	15/30	30	Completion of 30	
Belfast	YES	20/1		Sept. - Jan.	YES	10/1		Sept. - Jan.	
Cuba	YES	39/3	3		YES	2.60/1	15		
Fillmore	YES	15/1	1	Sept. 15	YES	15/1	1	Sept. 15	
Richburg	YES	20/1	10	Sept. - Feb.	YES	20/15 clk. hours	15	Sept. - Feb.	
Rushford	YES	15/1	1	Sept. - Jan.	YES	15/15	15	Sept. - Jan.	
Scio	YES	15/1	6	Sept. 1	YES	15/1	6	Sept. 1	
Wellsville	YES	18/1		Oct. 1 - Feb. 1	YES	18/1		Oct. 1 - Feb. 1	
CATTARAUGUS COUNTY									
Cattaraugus BOCES	YES	20/1	6	Sept. - Jan.	YES	20/1	6	Sept. - Jan.	
Allegany	YES	120/6	Any	Anytime	YES	120/6	Any	Anytime	
Hinsdale	YES	20/1	6	Yearly	NO				
Little Valley	YES	18/1	6	Sept. 15	YES	18/1	6	Sept. 15	
Portville	YES	20/1	6	Sept. - Feb.	YES	20/1	6	Sept. - Feb.	
Randolph	YES	130/6	No limit	3rd wk. Sept. 3rd wk. Jan.	YES	130/6	No limit	3rd wk. Sept. 3rd wk. Jan.	
Salamanca	YES	*125/6 **100/6	6 6	Completion Completion	YES	100/6	6	Completion	*In subj. area **Other
West Valley	YES	18/1	6	Oct. 1	YES	17/1	6	Oct. 2	
CHAUTAUQUA COUNTY									
Chautauqua BOCES	YES	21.50/1	3	Oct. 15 - March 1	YES	5/1	None	None	
Bemus Point	YES	20/1	3	Oct.	YES	20/1	3	Oct.	
Brocton	YES	55/3	3	Oct.	NO				
Chautauqua	YES	20/1	6 After B+30	Sept. - Jan.	YES	20/1	6 After B+30	Sept. - Jan.	
Clymer	YES	45/1	15	Feb. July - Sept.	YES	45/1	15	Feb. July - Sept.	
Dunkirk	YES	100/6	6 or 15	Oct. - Feb.	NO				
Forestville	YES	110/6	6	Sept. 30	NO				
Fredonia	YES	50/3	3	Oct. 1 - Feb. 1	YES	50/3	3	Oct. 1 - Feb. 1	
Frewsburg	YES	20/1	3	Sept. 1 - Feb. 1	NO				
Jamestown	YES	BA 100 at 9 100 at 18 300 at 30 600 at 60	MA 100 at 9 100 at 18 300 at 30 100 at 40 100 at 50 300 at 60	Sept. 1	YES	Put toward career step		Sept. 1	
Mayville	YES	17 20	3 per Sem. 16 per year	Anytime	NO				1 - 30 hrs. Over 30 hrs.
Panama	Prorated on Salary Schedule			Sept. Jan. - Feb.	NO				
Ripley	YES	100/6	6	Sept. - Jan.	NO				
Sherman	YES	40/1	6	Completion	NO				
Silver Creek	YES	25/1	6	Sept. - Feb.	YES	25/1	6	Sept. - Feb.	

TABLE 74a: ANALYSIS OF POLICY (continued)

DISTRICT	GRADUATE HOURS POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	INSERVICE HOURS POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	REMARKS
CHAUTAUQUA COUNTY									
Southwestern	YES	*68.21/3 **90.95/3	3 3	Sept. 1 - Dec. 1	NO				*75% each 3 hr. after BA to 30 hrs. **100% of base each 3 hr. after other
Westfield	YES	50/3	3	Nov. - Feb.	YES	50/18 ses.	18	Nov. - Feb.	
ERIE COUNTY									
Akron	YES	135/6	6	Sept. - Feb.	YES	135/6	6	Sept. - Feb.	
Alden	YES	100/6	6	Oct. - Nov.	YES	100/6	6	Oct. - Nov.	
Amherst #13 Eggerts.	YES	19.14/1	1		YES	19.14/1	1		
Amherst #18 Snyder	YES	19.14/1	1	Jan. - June	YES	19.14/1	1	Jan. - June	
Amherst Central	YES	19.14/1	1	Oct. - May	YES	19.14/1	1	Oct. - May	
Cheektowaga #1	YES	140/6	6	Mar. 1 - Nov. 1	YES	140/6	6	Mar. 1 - Nov. 1	
Clarence	YES	100/6	No Max. on 12 hr Max. on	Sept. 1 Feb. 1	YES	100/6	May be combined with grad. hrs. for salary purposes	Sept. 1 - Feb. 1	
Cleveland Hill	YES	253/10	10	Sept. 1 - Feb. 1	YES	253/10	10	Sept. 1 - Feb. 1	
Depew	YES	26/1	1	Sept. 1 - Feb. 1	YES	26/1	1	Sept. 1 - Feb. 1	
East Aurora	YES	108/6	6	Sept. 15 - Feb. 15	YES	108/6	6	Sept. 15 - Feb. 15	Courses approved by Bd. of Ed.
Eden	YES	23/1	3	Oct. 1 - Feb. 15	YES	23/1	3	Oct. 1 - Feb. 15	
Gowanda	YES	20/1	6	Sept. 1	YES for 5 consecutive years	20/1	Anytime	Sept. 1	
Grand Island	YES	20/1	1	Nov. 15 - Mar. 15	NO				
Hamburg	YES	126/6	6	Sept;Oct;Feb; Mar;June	YES		2 plus 4 graduate hrs.	Sept;Oct;Feb;Mar;June	
Hopevale	YES	16/1	6	Anytime	NO				
Iroquois	YES	120/6	6	Sept. 30	YES	120/6	6	Sept. 30	
Kenmore	YES	Part of salary schedule	Variable	Sept. 1	YES	Same basis as graduate hrs.			
Lake Shore	YES	186/6	6	Anytime	NO				
Lancaster	YES	20.25/1	1	Nov. 1 - Feb. 1 (Masters only)	YES	20.25/1	1	Nov. 1	
Maryvale	YES	20/1	1	Sept. - Feb.	NO				
Pioneer	YES	19/1		Sept. - June	YES	19/15		Sept. - June	
North Collins	YES	24.73/1	6	Oct. 1 - Mar. 1	YES	24.73/1	6	Oct. 1 - Mar. 1	
Sloan	YES	20/1		Sept. 1 - Feb. 1	YES	20/1		Sept. 1 - Feb. 1	
Sweet Home	YES	17/1	3	Oct. 1 - Feb. 1	YES	$1/per clk. hour	51 clk. hr.	Oct. 1 - Feb. 1	
Tonawanda	YES	20/1	3	Sept. 1 & Nov. 1 100% April 1 - 50%	YES	20/1	1	Sept. 1 & Nov. 1 100% April 1 - 50%	

SECTION II-C: INSTRUCTIONAL PERSONNEL - RECOGNITION OF POST-GRADUATE HOURS

TABLE 74a: ANALYSIS OF POLICY (continued)

DISTRICT	GRADUATE HOURS				INSERVICE HOURS				
	POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	POLICY RECOG. (YES/NO)	RATE/ GRAD. HOUR	BLOCK OF HOURS RECOG. AT A TIME	DATES OF ADJUST.	REMARKS
ERIE COUNTY									
Williamsville	YES		6	Sept. 1	YES		6	Sept. 1	
Erie #1 BOCES	YES	108/6	6	Oct. 1	YES	50/6	6	Oct. 1	
Erie #2 BOCES	YES	25/1	6	Oct. 15 - Mar. 15	YES	25/1	6	Oct. 15 - Mar. 15	
NIAGARA COUNTY									
Barker	YES				NO				
Lewiston-Porter	YES	115/5	5	Sept. -	YES	115/5	5	Sept. -	Up to M+30
		115/10	10	Feb.		115/10	10	Feb.	Above M+30
Lockport	YES				NO				
Niagara Falls	YES	26/1	10	Anytime	YES	26/1	10	Anytime	
North Tonawanda	YES	20/1	Up to 90	Sept.1 & Nov. 30 100%	YES	20/1		Sept. 1 & Nov. 30 100%	
				Dec. 1 & May 1 50%				Dec. 1 & May 1 50%	
Royalton-Hartland	YES	22.28/1		3 times yearly	NO				
Wilson	YES	600/30	30	When documented	YES	600/30	30	When documented	
ORLEANS COUNTY									
Albion	YES	30/1	1	Dec. 1	NO				
Lyndonville	YES	20/1	1	Oct. 1 - Feb. 1	YES	20/1	1	Oct. 1 - Feb. 1	
Medina	YES	*22.50/1		Nov. 1 - Apr. 1	NO				*Must be approved by chief school officer

SECTION II-C: INSTRUCTIONAL PERSONNEL - RECOGNITION OF POST-GRADUATE HOURS

TABLE 74b: ANALYSIS OF LIMITS

DISTRICT	IS THERE AN UPPER LIMIT TO THE NUM. OF HRS. THE DIST. WILL RECOGNIZE? (YES-NO) GRADUATE	INSERVICE	IF SO, WHAT IS THE UPPER LIMIT? (# OF HOURS) GRADUATE	INSERVICE	DOES THE DIST. PAY TUITION FOR COURSES INSTEAD OF RATE/HOUR GRADUATE	INSERVICE	ALTERNATE METHODS TO RECOGNIZING GRADUATE HOURS
ALLEGANY COUNTY							
Andover	YES		*60		NO	NO	*After 60, board approval needed
Belfast	NO	NO			NO	NO	
Cuba	YES	NO	M+30		NO	NO	
Fillmore	YES	YES	- 90	90	NO	YES	
Richburg	YES	YES	70 Hrs. beyond B.S.		NO	NO	
Rushford	YES	YES	60	60	NO	NO	
Scio	YES	YES	90	90	NO	NO	
Wellsville	YES	YES	90	90	NO	NO	
CATTARAUGUS COUNTY							
Cattaraugus BOCES	YES	NO	BA+60 MA+30		NO	NO	
Allegany	YES	YES	60	6	NO	NO	
Hinsdale	NO				NO	NO	
Little Valley	YES	YES	60	60	NO	NO	
Portville	YES	YES	66	15	NO	NO	
Randolph	NO	NO			NO	NO	
Salamanca	YES	YES	M+60 Combined		NO	NO	
West Valley	YES	YES	B+30 M+30	30	NO	NO	
CHAUTAUQUA COUNTY							
Chautauqua BOCES	YES	NO	30 B.S. Occ 30 M.S. S.E.		NO	NO	
Bemus Point	NO	NO			NO	NO	
Brocton	YES		60		NO	NO	
Chautauqua	YES	YES	60	60	YES up to B+30	NO	
Clymer	YES	YES	M+30	M+30	NO	NO	$45/hr for approved courses & step recog. on scale for blocks of 15 hours.
Dunkirk	YES	NO	60	NO	NO	NO	
Forestville	YES		60		NO	NO	
Fredonia	YES		90		NO	NO	
Frewburg	NO				NO		
Jamestown	YES	YES			NO	NO	
Mayville	NO				NO	NO	
Panama	Not Specified				NO	NO	
Ripley	YES		M+30		NO	NO	
Sherman	NO				NO	NO	NONE
Silver Creek	NO	NO	NO	NO	NO	NO	Hrs. beyond B+60 require prior board approval
Southwestern	*				NO	NO	*Must have 30 hrs. in field between BA & BA+60 MS+30 schedule
Westfield	YES	YES	60	12	NO	NO	
ERIE COUNTY							
Akron	YES	YES	Total 60 between both		NO	NO	NONE
Alden	YES	YES	60		NO	NO	NONE
Amherst #13 Eggerts.	YES	YES	60	12	NO	NO	NONE
Amherst #18 Snyder	YES	YES	60	12	NO	NO	NONE
Amherst Central	YES	YES	60	12	NO	NO	NONE
Cheektowaga #1	YES	YES	60	60	NO	YES	NONE
Clarence	YES	YES	M+60	2 hrs. of each yr. of service in school dist. 10 every 7 yrs.	NO	YES*	*Not for salary purposes
Cleveland Hill	NO	YES			NO	NO	NONE
Depew	YES	YES	30	30	NO	NO	
East Aurora	YES	YES	Total 60 between both		NO	NO	

SECTION II-C: INSTRUCTIONAL PERSONNEL - RECOGNITION OF POST-GRADUATE HOURS

TABLE 74b: ANALYSIS OF LIMITS (continued)

DISTRICT	IS THERE AN UPPER LIMIT TO THE NUM. OF HRS. THE DIST. WILL RECOGNIZE? (YES-NO) GRADUATE	INSERVICE	IF SO, WHAT IS THE UPPER LIMT? (# OF HOURS) GRADUATE	INSERVICE	DOES THE DIST. PAY TUITION FOR COURSES INSTEAD OF RATE/HOUR GRADUATE	INSERVICE	ALTERNATE METHODS TO RECOGNIZING GRADUATE HOURS
ERIE COUNTY							
Eden	YES	YES	With B degree - 60 With M degree - 90		NO	NO	
Gowanda	YES	NO	60		NO	NO	
Grand Island	YES		BA+60 MA+45		NO	NO	
Hamburg	YES	YES	BA+48	BA+48	NO	Sometimes	
Hopevale	YES		60		NO	NO	
Iroquois	YES	NO	Degree +		NO	NO	With no approval
	NO	NO	36		NO	NO	With approval
Kenmore	YES		M+30		NO	NO	
Lake Shore	NO				NO	NO	
Lancaster	YES	YES	60	60	NO	NO	
Maryvale	YES		MA+60		NO	NO	
Pioneer	YES		90		NO	NO	
North Collins	YES	YES	12	12	NO	NO	
Sloan	YES	YES	60	30	NO	NO	
Sweet Home	YES	NO	90		NO	NO	
Tonawanda	YES	NO	60		NO	NO	
Williamsville	YES	YES	60	20	NO	NO	
Erie #1 BOCES	NO	YES		6 per yr.	NO	NO	
Erie #2 BOCES	YES	NO	30 beyond permanent		NO	NO	
NIAGARA COUNTY							
Barker	YES		30		YES*	NO	*Tuition paid after permenent certification up to B+60
Lewiston-Porter	YES	YES	30	30	NO	NO	
Lockport	YES		60		YES	YES	
Niagara Falls	YES	YES	90	90	NO	NO	
North Tonawanda	YES	YES	90 hrs. total combined graduate & inservice		NO	NO	
Royalton-Hartland	YES		90		NO	NO	
Wilson	YES	YES	Total 90 between both		YES	NO	
ORLEANS COUNTY							
Albion	NO	NO			NO	NO	
Lyndonville	NO	NO			NO	NO	
Medina	YES		90		NO	YES	